

**MEMORANDUM OF AGREEMENT ON CRITICAL SHIFT PAY PROGRAM**  
**Palisades Medical Center**

**Effective: November 20, 2020**

WHEREAS, Palisades Medical Center ("PMC"), its team members, patients, the community it serves and the entire HMH network continue to tremendously be impacted by the COVID-19 pandemic; and

WHEREAS, in order to help meet the staffing challenges presented by the pandemic, HMH developed and intended to implement a Critical Shift Pay Program ("Program") at all of its acute care hospitals, including PMC, as soon as possible; and

WHEREAS, prior to implementation at PMC, HMH understood its obligation to bargain with HPAE, the union representing its union members; and

WHEREAS, the parties hereto agree that good faith bargaining has occurred regarding the Program and, as a result, HMH can implement the Program at PMC as soon as possible.

Now, therefore, intending to be legally bound hereby, the parties agree as follows:

1. PMC has created the Program to establish the guidelines for application, use and payment of Critical Shift when, as determined by network nursing management and PMC leadership, it becomes operationally necessary on a unit specific basis to flex up staffing in order to accommodate a persistent extraordinary increase in admissions or unexpected staffing crisis.

2. Network nursing management and PMC leadership will make determination to apply the Program based on the following factors:

- a. The unit/department has an MLOA/vacancy rate greater than 20%
  - i. Staffing needs cannot be met through float or unit staff
- b. The unit/department/campus has an extraordinary increase in patient volume
- c. Alternate Care Sites are overflow areas which open due to increase volume
- ii. Every attempt is made to cover the Alternate Care Site with float or unit staff.
- d. Other unique unforeseen circumstances.

3. Applicable Titles: Registered Nurses, Patient Care Technicians, Registered Respiratory Therapists, Nursing Assistants, and other positions deemed necessary to support the unit.

4. During any period(s) the Program has been activated by network nursing management and PMC leadership, **eligible team members working critical shifts will receive the following amounts as incentive pay above the eligible team member's calculated rate for the extra shifts worked as part of this program.**

**Upon approval, eligible team members will receive the following amounts as incentive pay above the eligible team member's calculated rate for the extra shifts worked as part of this program.**

- Registered Nurses \$35.00/hr
- Registered Respiratory Therapists \$30.00/hr
- Patient Care Technicians \$12.50/hr
- Nursing Assistants \$10.00/hr

5. If implemented by network nursing management and PMC leadership, the Program will be in effect for 7 days from the date of implementation. The Program may be implemented for subsequent weeks in the discretion of by network nursing management and PMC leadership.

6. Critical Shift Pay shall not be utilized for routine staffing and cannot be combined with other surge or pay programs for extra shifts worked.

7. Any team member committing to work a critical shift under the Program cannot cancel any extra shift during the pay period for which the eligible team member volunteered, nor call out for any shift, unless covered under a protected leave.

8. The Program can be implemented or terminated at any time based on the discretion of network nursing management and PMC leadership.

9. PMC reserves the right to change or modify the terms of the Program, provided it gives the Union a thirty (30) day notice of any such changed or modified terms. PMC will bargain over the effects of such change or modification prior to implementation.

HPAE Local 5030

Palisades Medical Center

*Richard Halfacre*

*Lorna Miquiabas*

Heather J. Veltre  
CNO

Date: 11/21/2020

Date: 11/21/2020