J) Incentive Shift differential.

1. Non – Contiguous shift. A regular nurse will be paid an incentive shift differential of $18.00 $46.00 per hour ($19.25 $50.00 per hour on weekend shifts) for all hours worked per week in excess of the number of the nurse’s regularly scheduled hours (including regularly scheduled weekend hours) for the week when such excess hours result from the nurse’s working incentive shift(s), when designated as an incentive shift by the Medical Center.

Contiguous shift. If a nurse is working beyond the nurse’s regularly scheduled shift, incentive pay will be paid only for four (4) or more hours worked beyond the scheduled shift. For the purposes of the preceding sentences, regularly scheduled hours are actually hours worked, regularly scheduled hours not worked because of the application of Article 24, Low Census, and regularly scheduled hours not worked because the Medical Center has required attendance at a specific education program, or any hours compensated by the Medical Center in connection with a family death, will be counted as regularly scheduled hours worked for the pay period. Hours worked in determining eligibility for this incentive shift differential will not include paid hours not actually worked, hours worked as a result of trades or of being called in to work while on standby. A nurse on prescheduled PTO who is called in to work a shift in lieu of their PTO at the request of the Medical Center will be paid the incentive shift premium incentive shift differential.

2. A per diem nurse will be paid incentive shift differential, in the applicable amount specified in the preceding paragraph, for all hours worked in excess of 24 in the week when such excess hours result from the nurse’s working incentive shift(s) of at least four (4) hours each in duration, when designated as an incentive shift by the Medical Center. For the purposes of the preceding sentence, regularly scheduled hours are hours actually worked, hours not worked because of the application of Article 24, Low Census, and hours not worked because the Medical Center has required attendance at a specific education program, will be counted in determining eligibility for this incentive shift differential. Hours worked in determining eligibility for this incentive shift differential will not include paid hours not actually worked as a result of trades or of being called in to work while on standby.

3. A weekend shift has the same definition as under Section K above.

4. Scheduling of Incentive Shifts

   i. After the scheduling plan sheet is processed, the unit manager will determine which vacant shifts will be offered as scheduled incentive shifts. These scheduled incentive shifts will be designated on the list of open shifts on the unit. Prior to the Posting of the Final Schedule, only open shifts designated as scheduled incentive shifts will qualify for the incentive shift incentive.
ii. Each regular part-time and full-time qualified Registered nurse will be given preference for these shifts in order of the nurse’s seniority, for up to two (2) incentive shifts in the nurse's home unit during the schedule period, provided, however, that nurses indicating a willingness to float will have priority over nurses who do not make themselves available to float. The order specified above will recur until all the open shifts have been assigned or there are no remaining requests for an open shift.

iii. These shifts will be coded on the final posted schedule as scheduled incentive shifts.

iv. If a scheduled incentive shift is canceled, and if standby is needed by the Medical Center, the nurse will be given the option to be on standby.

v. Any Registered nurse scheduled to work an incentive shift will receive at least two (2) hours’ advance notice if the shift is to be canceled. This notice requirement will be deemed satisfied by a reasonable effort to notify the nurse by telephone not to report for work.

vi. If the foregoing notice provision is not satisfied, or if the Registered nurse is permitted to come to work without receiving any notice, the nurse is eligible to receive four (4) hours of pay in accordance with the provisions of Paragraph 1 herein.

vii. Registered nurses working scheduled incentive shifts are subject to being called off, after four (4) hours of work, prior to any other nurse working a regular shift, subject to the particular needs of patients and continuity of patient care at the time of the call-off.

viii. Qualifications. To qualify for working an incentive shift, a Registered nurse must have the skill, ability and qualifications that meet the needs for the particular assignment.

5. No incentive shift premium incentive shift differential will be paid for any unworked hours.

6. Shift vacancies within forty-eight hours (48) of Start Time: Vacant shifts that remain unfilled within forty-eight hours (48) or less from the shift’s start time shall be paid at double the hourly rate of pay, plus the incentive shift incentive.

7. Double Back Pay. The Employer shall pay double back at double time the employee’s straight rate of pay when an employee, including a resource nurse, is requested by the Employer to return to work within ten hours (10) hours or less from the employee’s previously scheduled shift.

8. Missed Breaks
   i. Each missed break shall be compensated at $150.00 per occurrence.
   ii. Each missed meal shall be compensated at $150.00 per occurrence.