

CareConnect Incentive (CCI) Guideline

Updated 9/14/16

Purpose:

To ensure an adequate number of qualified skilled nurses to provide safe patient care during CareConnect training and the go live period, 8/15/16-10/14/16.

Eligibility:

Any CN, RN, or LPN who is qualified, as determined by the CareConnect Incentive (CCI) Guidelines.

CCI will only be paid during shifts that have been designated as CCI eligible. CCI will be paid to all nurses who work in excess of their hired FTE in the pay period for which they work a CCI shift on an eligible unit, shift and date. See the following CCI guidelines for hours that are and are not counted toward your FTE to determine eligibility.

Per Diem staff must work two shifts at straight time/holiday pay in the previous pay period before they can be eligible for CCI in that pay period.

Once a nurse is placed on the schedule with CCI pay, the nurse has the same work obligations for that shift as for any other scheduled shift.

Other Terms:

The order of low census will proceed in accordance with Section 14.2 of the contract.

CCI Pay Rate:

8/15/16-9/13/16

A nurse working a CCI shift will be paid premium pay plus a \$50 bonus for each 4 hour increment.

- 4 hour shift= \$50 plus premium pay
- 8 hour shift= \$100 plus premium pay
- 12 hour shift= \$150 plus premium pay

9/14/16-10/14/16

A nurse working a CCI shift will be paid premium pay plus a \$80 bonus for each 4 hour increment.

- 4 hour shift= \$80 plus premium pay
- 8 hour shift= \$160 plus premium pay
- 12 hour shift= \$240 plus premium pay

CCI will not be paid in addition to, or on top of any other premiums or pay enhancements.

CCI FTE Guidelines:

Hours spent in the following activities/capacities do NOT count towards your FTE to determine if you are eligible for CCI:

FMLA
Holiday-off w/or w/out PTO
Incremental OT (nothing under 1 hour)
Light Duty
On Call/Standby (no actual work)
ONA Education
Unscheduled PTO
Voluntary In-service
Schedule Exchange-on extra (uneven)

Hours spent in the following activities/capacities DO count towards your FTE to determine if you are eligible for CCI:

ACLS (in the following units for which it is required: PACU, ICU, ED, OHVI 4, OHVI 5, SSU, RB Super Pool and L&D only)
NRP, PALS (in NICU and Peds)
TNCC (in the Emergency Dept)
Called in extra-EXAP
CNOL
Mandatory In-service
On Call/Called In

Pre-scheduled PTO
Staff Meeting
Transport Call-NICU
Unit Orientation/Cross orientation
Mandatory LC
6 th and Consecutive
Consecutive Weekend
Bereavement
Jury Duty
Low Census (Voluntary and Mandatory)
Holiday Not Worked due to unit closure
New Employee Orientation
UBC/Shared Governance Council/Committees