Appendix A Section P - Short Notice Shift Incentives:

1. The Short Notice Shift Incentives are typically used only for those shifts that are called off for illness, injury, bereavement leave, sustained patient surge, potential department divert, boarding multiple critical patients, jury duty (for any days the nurse did not have advance notice) 48 hours or less before the shift starts or because of increased patient census within the last 48 hours. The hospital reserves the right to broaden and expand the above criteria and timeframes as needed to ensure appropriate staffing.

2. Short Notice Shift Incentives are available to all bargaining unit nurses. However, only for the Per Diem Nurses who have worked 12-24 hours in the same pay period.

3. Short Notice Shift Incentives are available only for extra work and not for regularly scheduled work or traded days.

4. Short Notice Shift Incentives are available for all nursing units.

5. If a nurse reduces his or her budgeted hours, this Short Notice Shift Incentive is not available to such nurse (regardless of hours he or she works) for a period of 6 months from the date the nurse reduces his or her budgeted hours.

6. If a nurse does not work his or her regularly scheduled shifts for reasons other than prescheduled PLH/EIH or low census, the nurse will be ineligible for the Short Notice Shift Incentives for the same number of shifts that the nurse missed during a pay period.

7. The Short Notice Shift Incentives do not apply to overtime hours associated with a normally scheduled shift to complete shift duties (e.g., charting). Further, this Short Notice Shift Incentives are available only for shifts of four (4) hours or more, except for nurses who are working a short notice shift immediately following or preceding a 12-hour shift, in which case it is available for shifts of three (3) hours or more.

8. The hours designated as Short Notice Shift Incentive hours will be paid as follows:
   (a) Time and one-half the nurse’s regular hourly rate for work that would have been paid at straight time.
   (b) Two times the nurse’s regular rate if the nurse would already have been paid at time and one-half for such hours.

9. Short Notice Shift Incentives are to be defined and paid as followed:
   a. Code 62: Time and one-half the nurse’s regular hourly rate for work that would have been paid at straight time. (Two times the nurse's regular rate if the nurse would already have been paid at time and one-half for such hours.)
   b. Code 63: Time and three-quarters the nurse’s regular hourly rate for work that would have been paid at straight time. (Two times the nurse’s regular rate if the nurse would already have been paid at time and one-half for such hours.)
   c. Code 64: Two times the nurse’s regular hourly rate for work that would have been paid at straight time.
d. **Code 65: Two and one-half times the nurse’s regular hourly rate for work that would have been paid at straight time.**

10. For OR, Endoscopy, Women’s and Children’s Center, Cath Lab, and PACU, Short Notice-call Shift will be paid at the rate of $8.00 per hour for standby. (Call back work is at the normal rates specified in the collective bargaining agreement.)

11. Extra-shift and Odd-shift differentials are not to be added on to the hours for the Short Notice Shift Incentive that is in use.

12. Weekend differentials and shift differentials will be paid as applicable.

13. Nurses scheduled to receive Short Notice Shift Incentives will be canceled first and will not count for low census.