

Delete existing language, replace with language below

Article 18B – Summer CTO Bonus

Bonus for Not Taking CTO Vacations during June, July and August.

1. At least one Summer CTO Bonus shall be offered in each technical bargaining unit cost center. Bargaining unit employees who are interested in being considered for the Summer CTO bonus program must notify their manager by August 15th of the prior year. Before the beginning of Seniority Sign-Up, managers will inform bargaining unit employees if they will be eligible to participate in the Summer CTO bonus program.

2. A bargaining unit employee who meets the following requirements will receive a bonus up to \$1500. The bargaining unit employee must:

- Have been informed by their manager that they are eligible to participate in the Summer CTO bonus program
- Not take more than two (2) consecutive scheduled shifts as CTO in June, July and August
- Not take more than a total of three (3) days of CTO in June, July and August. The Summer CTO Bonus will not be denied as a result of a single absence which does not exceed 4 hours.

3. In addition:

- This \$1500 bonus is based on bargaining unit employees who have worked 72 or more hours per pay period during June, July and August.
- Bargaining unit employees who work less than 72 hours per pay period during June, July and August will have the CTO Bonus payout pro-rated, based on an 72-hour pay period.
- CTO hours taken in compliance with Section 2 above will count as hours worked for purposes of bullet 1 and 2 in section

* For every twelve (12) bargaining unit FTEs in an inpatient unit or every ten (10) employees in a cost center, the Hospital will offer a minimum of one (1) FTE for summer CTO bonus eligibility; however, based on unusual circumstances, the Hospital and the VFNHP can mutually agree to increase the number of bargaining unit employees of a particular unit or clinic who are eligible for the CTO Bonus program. Examples of unusual circumstances include but are not limited to high unit vacancy rate, large number of nurses needing precepting on a unit, and/or nurses out on leave on a unit.

4. Per Article 20A of this agreement, during periods of low census during June, July and August, a nurse may be asked to take time off. If a nurse manager or designee sends a bargaining unit employee home, and that bargaining unit employee is on the CTO summer bonus program, those lost hours will not be counted against the total CTO taken during these months.

5. The payment for the summer CTO Bonus will be made in the check following the first full pay period after the program is concluded.

6. Per Diem Summer Bonus Per Diem bargaining unit employees will be eligible for a summer

bonus of \$1500 if they meet all of the following requirements:

• Indicate a desire to participate in this program to their manager, and the manager confirms there is a need, on or before April 1 of each year.

• Sign up for shifts before the posted schedule is up (see Article 18.D.2) for at least 416 hours of time during the months of June, July and August.

• Actually work 416 hours during the months of June, July and August. Credit will be given for any hours not worked because of staffing adjustments made in accordance with Article 20A, Section B. Credit for Per Diem Summer Bonus Hours will run concurrent with credit for the per diem requirements in Article 9.

7. Night and/or Weekend Shift Work. Any bargaining unit employee who is participating in the Summer CTO bonus will receive an additional \$1000 if they meet all of the relevant above qualifications and a majority of their hours worked during the months of June, July and August are on a night shift and/or a weekend shift

Credit for per diem summer bonus hours will run concurrent with credit for the per diem requirements in Article 9.