

**Article 18B – Summer Hours Bonus Program
Effective for Summer 2025**

Summer Hours Bonus Program to incentivize employees who agree to work a minimum number of regular scheduled or overtime hours during the program pay periods in June, July and August (based on a 14-week or 7 pay period program duration).

1. Bargaining unit employees who are interested in being considered for the Summer Hours Bonus Program must notify their manager in writing by August 15th of the prior year. Managers will inform bargaining unit employees if they will be eligible to participate in the Summer Hours Bonus Program by August 31st of the prior year.

- A minimum of one (1) participation opportunity will be offered for every ten (10) bargaining unit FTEs in an inpatient cost center or every eight (8) bargaining unit FTEs in a clinic cost center.

2. Managers may also offer additional participation opportunities to bargaining unit employees at their discretion. Managers shall notify staff of additional bonus participation opportunities at any time between September 1st of the prior year and April 1st. Upon offering an additional participation opportunity, managers will provide bargaining unit employees a period of no less than 15 days to express their interest in participating in the program. Managers will inform bargaining unit employees if they will be eligible to participate within 15 days after the end of the additional sign-up period.

3. Participating bargaining unit employees must meet the following eligibility requirements to receive the bonus:

- Have been informed by their manager that they are eligible to participate in the Summer Hours Bonus Program prior to the program’s start date.
- Are active employees for the duration of the program period.
- Work the predetermined minimum eligible hours based on the employee’s FTE Status at the start of the program for each eligible position as detailed in the schedule below.

2025-2027 Summer Hours Bonus Program Dates

Calendar Year	Program Dates*	Bonus Payout Date
2025	5/26/2025 to 8/31/2025	10/3/2025
2026	5/25/2026 to 8/30/2026	10/2/2026
2027	5/24/2027 to 8/29/2027	10/1/2027

*projected

Summer Hours Bonus Program Eligibility Schedule
based on 14 week (7 full pay period) program duration

Status	FTE Status in eligible position	Minimum required hours worked */**	Bonus Proration Pct.	Total Bonus Amt.
Full Time	1.00	512.0	100.0%	\$1,500.00
	0.95	484.0	100.0%	\$1,500.00
	0.90	456.0	100.0%	\$1,500.00
Part Time	0.85	435.0	85.0%	\$1,275.00
	0.80	409.0	80.0%	\$1,200.00
	0.75	384.0	75.0%	\$1,125.00
	0.70	358.0	70.0%	\$1,050.00
	0.65	332.0	65.0%	\$ 975.00
	0.60	307.0	60.0%	\$ 900.00
	0.55	281.0	55.0%	\$ 825.00
	0.50	256.0	50.0%	\$ 750.00
	0.45	230.0	45.0%	\$ 675.00
	0.40	204.0	40.0%	\$ 600.00
	0.35	180.0	35.0%	\$ 525.00
	0.30	153.0	30.0%	\$ 450.00
0.25	128.0	25.0%	\$ 375.00	
0.2 or lower	100.0	20.0%	\$ 300.00	
Per Diem	0.00	416.0	100.0%	\$1,500.00

*Worked hours includes all regular scheduled shifts and overtime hours in your participation – approved position. Additionally, hours deemed as low census will be considered as part of the hours worked calculation.

**Additional incentive pay based shifts/hours (i.e., SSP, Urgent Pay, Called In, On Call, etc.) do not count towards hours worked requirement.

4. Employees meeting all eligibility requirements will receive the bonus amount as outlined in the schedule above. The payment for the Summer Hours Bonus will be made in the check following the second full pay period after the program is concluded.

5. 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 the program 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 program pay periods in June, July and August (based on a 14-week or 7 pay period program duration).
- Work 416 regular and OT 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. Hours worked on incentive shifts (e.g., SSP, Urgent) or on call shifts will not count towards this total.

Credit for Per Diem Summer Bonus Hours will run concurrent with credit for the per diem requirements in Article 9.

6. Additional Bonus for Night and/or Weekend Shift Work. Any bargaining unit employee who is participating in the Summer Hours Bonus Program will receive an additional \$1000 if they meet all of the relevant eligibility requirements above and a majority (greater than 50%) of their hours worked during the program period are worked on hours eligible for a night or weekend differential, per the schedule set forth in the Differentials article in this agreement.