

LETTER OF UNDERSTANDING

between

ALLINA HEALTH EMS

and

IAEP LOCAL 167

Subject: Temporary Holdover and Shift Bonus

The parties have agreed to implement a temporary extra shift bonus program through April 1st 2022, as described below. This agreement supersedes any and all extra shift bonus programs currently in place between the parties, effective the date it is agreed to by both parties.

An employee picking up an open, extra shift shall receive as follows:

- Weekday - \$10/hour bonus pay when the shift is between 0600 and 2200.
- Weekday - \$15/hour bonus pay when the shift is between 2200 and 0600.
- Weekend - \$15/hour bonus pay when the shift is between 0600 and 2200.
- Weekend - \$20/hour bonus pay when the shift is between 2200 and 0600.

Note – Shifts that cross over time periods will receive bonus dollars as outlined for the respective hours. For example, an employee working an extra shift on a weekday from 1800 – 0600 will receive 4 hours at the \$10/hour bonus (1800 to 2200) and 8hours at the \$15/hour bonus (2200 – 0600).

The bonus is paid for extra shifts picked beyond FTE or when management is asking staff to change their shift to another day or time that is poorly staffed.

Staff may not alter the shift by reducing length and doing so will make the shift ineligible for the bonus. Staff are ineligible for the bonus who have not fulfilled their work agreement. Use of leave without pay on a scheduled shift will make any picked up shift ineligible for the bonus until their work agreement is met.

Staff involuntarily held over by at least one hour shall receive the additional applicable hourly bonus. After the first hour, the bonus will be added on a pro-rated basis.

Bidded shifts are ineligible for the bonus. Benefited floating staff must meet their FTE requirement before a bonus would be paid for extra shifts. Casual staff must fulfill their prorated quarterly commitment before a shift bonus would be paid. Shifts picked up outside your home cost center shall not count towards required call hours. Bonus pay does not apply to call shifts.

AGREED TO:

ALLINA HEALTH EMS

By *Kevin Miller*

Its Director of Operations

Dated 12/21/2021

IAEP LOCAL 167

By President IAEP R7-167

Its

Brett Horn

Dated 2/21/31