

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 effective from April 1, 2022 through December 31, 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 8 hours at the \$15/hour bonus (2200 – 0600).

The bonus is paid for extra shift picked beyond FTE or when management is asking staff to change their shift to another day 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 more than one hour shall receive the additional applicable hourly bonus for each hour held over. After the first hour the bonus will be added on a pro-rated basis for every 15-minutes held over. For example, an employee held over on a weekday between 0600 and 1800 by one hour and 20 minutes will receive an additional \$12.50 and an employee held over by two hours and thirty-five minutes would receive an additional \$25.00.

Bidded shifts are ineligible for the bonus. Benefited floating staff must have their scheduled FTE requirement before a bonus would be paid to 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

IAEP LOCAL 167

By Director of Operations, Deputy Chief

By President IAEP Local R7-167 _____

Its 

Its 

Dated 3/28/2021

Dated __ 03/28/22 ____