



Saint Francis Healthcare
MEMPHIS - BARTLETT

COVID-19 BONUS CNA COMPENSATION AGREEMENT
"Staff Plus Plan"

This is an agreement between _____ (employee) and Saint Francis Healthcare (company). This agreement will remain in effect from _____ (mm/dd/year) to _____ (mm/dd/year), not to exceed four (4) weeks.

The Chief Nursing Officer retains discretionary rights to initiate or continue the plan. Employee understands that this is an agreement covering the provisions of this plan and the facility is under no duty or obligation to continue this agreement beyond the specified time frame.

Employee is bound by all provisions of this agreement and is obligated to meet provisions to remain eligible for monetary compensation.

Notwithstanding any language or representation to the contrary, such employment shall be and remain employment-at-will, terminable at any time by the Company or the Employee in accordance with applicable law and Company policy.

- Employee status: (check one)

FT PT PRN

Employees are eligible to enter into this agreement if the following conditions apply:

1. No disciplinary action in the last 6 months.
2. CNA's of the nursing units designated to participate in agreement.
3. CNA's from other units may be eligible with current Manager's approval after employees from participating units have declined.
 - Employees of other units agree that all bonus shifts will be scheduled at the discretion of the Unit Manager on the participating unit.
4. Resource Pool CNA's will be eligible only after primary unit staff has declined the agreement or when all other resources have been exhausted.

Provisions

To retain eligibility the above criteria must be maintained in addition to the following provisions:



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1. Employee must sign agreement prior to or on the day of the first scheduled work day of the agreement.

2. Employee agrees to work additional shifts for a total of: (check one)

Full time (3 shifts per week) I agree to pick up extra shifts to total working least 4 shifts per week

Part time (2 shifts per week) I agree to pick up extra shifts to total working 3 shifts per week

PRN (assumed 1 shift per week) I agree to pick up extra shifts to total working 2 shifts per week

- o Note: if employee chooses to pick up a 4th or 5th shift during the week, that shift will be paid at \$175. They must fulfill the requirements of the agreement though

3. Employee must work all shifts as scheduled. In the event the Employee fails to work as scheduled, monetary bonus will be forfeited. Employee will be required to keep scheduling commitment for the remaining timeframe of the agreement.

4. Employee may not work greater than 6 shifts consecutively, maximum of 16 hours per day, 60 hours per week. A shift shall be considered 12 hours.

5. Employee must meet the scheduling needs of the unit. Shifts will be assigned by Nurse Manager after final schedule is published.

6. Employee agrees that if bonus shift is not needed on home unit, floating will be required to sister unit or another area of competency. Employee further understands that employee working a bonus shift will be first float.

7. Resource Pool CNA's participating in the agreement will be assigned (based on competency) to an area of critical need on a shift to shift basis from the staffing office.

8. Refusal to work as assigned will result in forfeiture of entire bonus.

The Company retains the right to alter and/or reduce the schedule as agreed at any time prior to the completion of the said schedule based on Company needs.

Employee agrees that cancellations for low census will occur in 4 hour increments. Should Company needs change, Employee would be required to work the remainder of the shift as scheduled. If Hospital request cancellation, an additional shift will be required either the current week or end of contract as need exists.



Compensation

The Company agrees to abide by all applicable payroll rules in accordance with Company policy and applicable laws.

1. Employee will receive the bonus below less the appropriate taxes and deductions on the next pay date following completion of the agreement as noted in Provision #2 above. For any additional shifts in a week:

- o An additional **\$175** per extra shift for those committing to at least 4 shifts per week (from \$700 to \$1,400 every 4 weeks)
- o for part time employees committing to at least 3 shifts per week
- o for PRN employees committing to at least 2 shifts per week
- o **Note:** if employee chooses to pick up a 4th or 5th shift during the week, that shift will be paid at **\$175**. They must fulfill the requirements of the agreement though

2. Employee will be paid at the overtime rate of time plus one-half for all hours worked over 40 in one work week.

3. Employee will be paid all applicable shift differentials in accordance with current payroll policies.

4. Employee is not eligible for premium pay on scheduled shifts related to the bonus compensation agreement.

The preceding contains the entire agreement between the Employee and the Company. The parties enter into this agreement on the _____ of _____, 2021.

Employee

Manager

Director

CNO