



January 4, 2022

Debra Sung
955 Overland Court
Suite 150
San Dimas, CA 91773-1718

RE: Crisis - Extra Shift Incentive

Maui Health System, a Kaiser Foundations Hospital, LLC (MHS) is experiencing a high increase in COVID-19 positivity in our community that is impacting our patient population as well as our own staff. Faced with this challenge, MHS is seeking an agreement with UNAC/UHCP to temporarily offer an "Crisis - Extra Shift Incentive".

The Incentive shall apply to RNs in the following locations within UNAC/UHCP:

- Maui Memorial Medical Center: Med-Surg/Tele, Med/Surg, Telemetry, Dialysis, Ambulatory Outpatient Treatment, Oncology, ICU, OB, Psych Acute, Mental Hlth/Psych-Behavioral, Peds, PCU, PACU, OR, ACS, HBV, and Emergency Department. Case Management Nurses are included for the extra shift incentive when volunteering to work extra shifts.
- Kula/Lanai: Long Term Care, Swing, and Emergency Departments.

The Incentive shall apply to Radiology Technicians in all modalities at Maui Memorial Medical Center, Kula and Lanai Hospitals.

The Incentive shall apply to Outpatient Clinic clerks and Patient Access Services (PAS) positions, including Telephone Operator, Receptionists, Fin Couns Rep-Hosp, and Patient Access Services Ck, Patient Access Services LD at Maui Memorial Medical Center, Kula and Lanai Hospitals.

1. This "Crisis - Extra Shift Incentive" will be in effect from 7:00 p.m. on January 3, 2022 until 7:00 a.m., on February 28, 2022. Any extension of the "Crisis - Extra Shift Incentive" beyond the aforementioned time period must be made by mutual agreement between the parties.

2. An additional shift is defined as hours worked in the care of patients or residents that is in excess of 36 hours in one work week for 0.9 FTE staff and in excess of 40 hours in one work week for 1.0 FTE staff. In addition, for part-time staff, a minimum of 20 hours must first be worked in the work week before being eligible for the incentive. Nonproductive hours (education, vacation, or sick leave) do not count toward eligibility. All scheduled shifts in place at the time of the agreement's effective date may be eligible if all other criteria of the agreement are met.

3. Registered Nurses, Radiology Technicians, PAS positions, Outpatient Clinic Clerk staff who sign up for and are needed to work additional shifts, in their home hospital unit or at another unit/hospital in departments/units as described above for which they are not regularly scheduled will be eligible to receive an incentive payment for each additional shift worked as follows:



Location	Job Title	Amount – 4 hr shift	Amount - 8 hr shift	Amount - 12 hr shift
ALL	Patient Access Services Positions	\$200 Day/Eve \$400 Nt	\$400 Day/Eve \$800 Nt	N/A
MMMC	Out-Patient Clinic Clerk	\$200 Day/Eve \$400 Nt	\$400 Day/Eve \$800 Nt	N/A
Kula/Lanai	LTC RN	\$200 Day/Eve \$400 Nt	\$400 Day/Eve \$800 Nt	N/A
MMMC	Staff RN – eligible dept.	\$200 Day/Eve \$400 Nt	\$400 Day/Eve \$800 Nt	\$1,000
Kula/Lanai	Staff RN - ED	\$200 Day/Eve \$400 Nt	\$400 Day/Eve \$800 Nt	\$1,000
MMMC	Radiology Tech	\$200 Day/Eve \$400 Nt	\$400 Day/Eve \$800 Nt	N/A

In cases where staff nurses regularly work 12 hour shifts and sign up for an additional 12-hour shift, the employee must have at least 10 hours rest between the completion of their shift and starting the additional shift.

4. With respect to shifts worked at another unit/hospital an eligible employee must first make themselves available for extra shifts in their home unit/hospital, and with manager approval, may pick up shifts in another unit/hospital. Selection is first come first serve within a specified window of time assuming qualifications are met. When indicated Selection will follow seniority by fair rotation. The Employer will determine appropriate scheduling practice. Once a shift is confirmed, the employee will not be cancelled, nor will the employee cancel their shift.

5. When circumstances require and the need exists, the Registered Nurse may be floated to another inpatient unit for which he/she is qualified and competent to float. If there is no need in another inpatient unit for which the Registered Nurse is qualified and competent to float, the Registered Nurse may request removal from the schedule, rather than being cancelled and be granted voluntary time off.

Once a Radiology Technician, PAS positions, Outpatient Clinic Clerk's extra shift has been confirmed on the work schedule, the employee cannot be cancelled. If there is no need in another work location for which the staff is qualified and competent to float, the staff may request removal from the schedule and be granted voluntary time off.

6. If the employee calls in sick or takes an educational day for one of their regularly scheduled shifts in a week where they are also scheduled for a "Crisis - Extra Shift Incentive" shift, they will no longer be eligible for the incentive. Staff are free to seek approval from their manager to cancel education time so that they may work their regular shift(s) if available or make themselves available for extra shifts.



Maui Memorial Medical Center

Day shifts for the purposes of this Agreement are generally 7:00 a.m. to 3:30 p.m. for 8 hour shifts and 7:00 a.m. to 7:30 p.m. for 12-hour shifts. Night shifts for the purposes of the Agreement are generally 11:00 p.m. to 7:30 a.m. for 8 hour shifts and 7:30 p.m. to 7:00 a.m. for 12-hour shifts. For the purposes of this Agreement 3:00 p.m. to 12:00 a.m. evening shifts shall be eligible for the "Day/Evening Shift" incentive.

Kula/Lanai Hospital

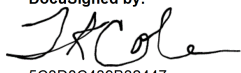
Day shifts for the purposes of this Agreement are generally 7:00 a.m. to 3:30 p.m. for 8 hour shifts and 7:00 a.m. to 7:30 p.m. for 12-hour shifts (ED only). Night shifts for the purposes of the Agreement are generally 11:00 p.m. to 7:30 a.m. for 8 hour shifts and 7:30 p.m. to 7:00 a.m. for 12-hour shifts (ED only). For the purposes of this Agreement 3:00 p.m. to 11:30 p.m. evening shifts shall be eligible for the "Day/Evening Shift" incentive.

The parties agree that this agreement is being entered into on a non-precedent setting basis without Prejudice to either party.

The Crisis Extra Shift Incentive is in addition to applicable overtime and differential provisions as may be required by law and/or as set forth in the Collective Bargaining Agreement.

If the foregoing agreement is acceptable, please sign as indicated below and return to the undersigned. If you have any questions regarding this matter, please contact me at (808) 243-3034.

Sincerely,

DocuSigned by:

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Tara Cole
Director, Human Resources

1/5/2022

Accepted by:

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Debra Sung, Representation Director
UNAC/UHCP

Date: January 5, 2022

*For illustrative purposes, please note that should an eligible employee work a 12 hour shift and accept upon request an additional four (4) hours, the four (4) hour shift incentive as described above would apply assuming other conditions are met.