

9/5/2022

To our membership,

In 2017 we won a grievance regarding the Lead Nurse having to take a patient assignment. The hospital was daily making leads take assignments to save money. Our contract explicitly states that Lead Nurses are not to have an assignment. We had taken this issue to grievance several years ago, but the hospital ignored the vague award of the first grievance since there was no penalty. In our second grievance the arbitrator awarded us a penalty for the hospital violating our contract.

So, the penalty award is attached and must be paid to the Nurse every time the Lead Nurse has an assignment. We recently started including this information in our orientation package to make new hires aware of the issue. This issue is **not** in the contract because it was not a negotiated item, it was an arbitration that we won and is binding.

At present time, you are required to fill out an edit form to get this pay, please see attached example. We recommend that you give this letter, edit sheet and the award document to your Business Coordinator/Manager and keep all the info for yourself in case you do not get paid and must pursue the issue.

The award is SNII Step 5 (which will change with every negotiated raise) and is presently \$74.83. That amount is paid on top of your hourly rate. So, if you make \$71.28/hr. in additional to that you will get \$74.83/hr. penalty for an hourly wage of \$146.11. Also, please be aware that it must be over one hour that you had a patient assignment.

Presently there is no code in Kronos for you to put the hours in. The way we are seeing it paid when it does get paid is below. If you take the total in the far column and divide by the \$74.83 that will give you how many hours of Lead with Patient Assignment you were paid for.

Description	Start Date	End Date	Hours/Units	Rate	Multiple	Amount
Extra Shift LpSp	7/31/22	8/13/22				3517.01

**It should eventually look like this:**

Description	Start Date	End Date	Hours/Units	Rate	Multiple	Amount
Extra Shift LpSp	7/31/22	8/13/22	47	\$74.83		3517.01

You must notify your Business Coordinator & Manager