

**Communications Workers of America, AFL-CIO  
Kenmore Mercy Hospital/Mercy Hospital of Buffalo/St. Joseph Campus  
2025 Contract Negotiations**

**Article 42  
Staffing Incentive Program**

Section 1. Any employee who picks up extra hours or shifts, or at the request of management works extra hours or shifts, above their weekly budgeted hours will be entitled to bonus payments as outlined below. Bonus payments will be paid for all additional hours picked up and worked off the posted needs list above the employees' weekly budgeted hours, are in addition to the employees' regular pay (or overtime rate, if applicable) as follows:

- a. ten-twenty-one dollars (\$10.00\$21.00) per hour for each extra hour picked up and or worked at the request of management off the posted needs list for Registered Nurses;
- b. eight-sixteen dollars (\$8.00\$16.00) per hour, for each extra hour picked up and or worked at the request of management off the posted needs list for Technical employees; and
- c. six-eleven dollars (\$6.00\$11.00) per hour, for each extra hour picked up and or worked at the request of management off the posted needs list for Clerical and Service.

Section 2. Bonus payments will be paid to any employee who is receiving overtime pay for the time worked.

Section 3. Bonus payments will be paid to an employee who agrees to work additional hours when they are scheduled to take PTO.

Section 4. Bonus payments will be paid to an employee for on-call hours paid when an employee is assigned on-call hours beyond their normally scheduled on-call requirements. Bonus will not be paid for "called in while on call" hours paid. [TA 09-24-2025]

Section 5. Any call off during the pay period in which an extra shift is worked will result in forfeiture of bonus payment for that pay period, except for absences covered by NYS PSL, NYS Prenatal Leave, or when Section 5 of CT Article 39 (Weather Emergency) applies. The attendance policy will apply to call offs for shifts previously committed to.

Section 6. Employees are eligible to sign up for extra shifts and receive bonus pay under this Article, in any department/unit where they are qualified to work, with the understanding that employees working in the department requiring staffing assistance get first priority to the available hours and, therefore, the bonus pay.

Section 7. For per diem employees, "working above budgeted hours" shall be defined as working above their minimum monthly commitment.

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