

Union response to
Meal/Break Payment Pool

The Hospital proposes to create a Meal/Break Payment Pool to operate as follows:

Purpose: The purpose of this pool is to create a mechanism through which dedicated Meal/Break Relief RNs may be allocated additional compensation when they are given core patient assignments in accordance with this plan.

Funding: The Hospital will contribute to the pool each quarter in accordance with the number of times Meal/Break Relief RNs are given non-meal/break relief assignments in accordance with this plan. The Payment Pool will be funded according to the chart provided below:

Quarterly Total Number Core Patient Assignments	Quarterly Contribution
0 - 15	\$0
16 - 30	\$12,500
31 -75	\$25,000
76 - 150	\$50,000
151 – 225	\$75,000
226- 300	\$100,000
More than 300	\$125,000

Payment to Qualifying Meal/Break Relief RNs: On a quarterly basis, the balance of the fund will be paid out equally to all qualifying Meal/Break Relief RNs who were assigned a core patient assignment during a regularly scheduled meal/break shift. The payment will be made in the first full pay period following the close of each calendar quarter.

Qualifying Meal/Break Relief RNs: To receive payment, a Meal/Break Relief RN must be employed at the time the payment is made and must have worked during the relevant calendar quarter and must have been re-assigned at least once during that calendar quarter to provide a core patient assignment for half-one quarter of the scheduled shift or longer. Meal/Break Relief RN must complete the designated form and provide it to the unit manager or designee before the start of their next shift. The Hospital will share digital copies and totals with the Union monthly.

“Core Patient Assignments” for the purpose of this plan means an assignment of patient(s) as part of a unit’s core staffing for at least half-one quarter of the scheduled meal/break relief shift.