

## WE DID IT! NUHW MEMBERS WIN COVID-19 INCENTIVES: CRISIS AND PANDEMIC PAY

We received a letter from Human Resources on January 9, notifying us of the approval of two incentive pays that will cover most of NUHW members at WAMC. These incentives are in effect from December 27, 2020 through January 31, 2021.

### CRISIS PAY: EXTRA SHIFT PAY

RCPs, LVNs, and Medical Imaging staff who take an extra shift shall receive this additional crisis pay:

RCP: \$30/hour

LVN: \$15/hour

Medical Imaging: \$12/hour

*Full-time staff must work six (6) shifts in a pay period to qualify, part-time staff must work four (4) shifts in a period to qualify, and per diems must work two (2) days in a pay period to qualify.*

### PANDEMIC PAY

Staff assigned to COVID beds in Medical/Surgical Unit, DOU, ICU and ED units will receive additional compensation for regular hours worked to care for such patients:

RCP: \$10/hour

LVN: \$8/hour

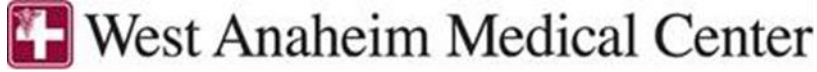
Last month, we delivered a petition with nearly 100 signatures to Human Resources, demanding they reinstate hazard pay. These COVID-19 incentives came just in time, as stewards were already planning to launch another collective action.

We are desperately short staffed and believe these incentives will help boost staffing.



*“These COVID-19 incentives will hopefully encourage staff to pick up an extra day and recognize our enormous workloads.” — Michelle Davis, RT, NUHW Steward*

*For more information about the new incentives, please contact NUHW Organizer Isacc Ramirez Perez at (626) 391-8224 or [iramirezperez@nuhw.org](mailto:iramirezperez@nuhw.org).*



3033 West Orange Ave. Anaheim, CA 92804

January 9, 2021

Isacc Ramirez Perez  
Labor Organizer  
NUHW

RE: Notice of WAMC COVID-19 Crisis and Pandemic Pay

Dear Mr. Ramirez Perez;

This letter is to inform you of a temporary, non-precedent setting COVID-19 Crisis and Pandemic pay for represented hospital staff. These pay practices are in effect from the beginning of the staff's shift on December 27, 2020 and will continue through the end of the staff's shift on January 31, 2021. Prior to the conclusion date this additional pay is subject to review and revocation at the discretion of the Employer.

**Crisis Pay**

RCP, LVN, Medical Imaging staff taking an extra patient care assignment/shift will be compensated at the rate following rates for the hours worked of the extra patient care assignment/shift.

- RCP \$30.00/hour
- LVN \$15.00/hour
- Medical Imaging \$12.00/hour

The extra patient care assignment/shift worked must be in addition to all regularly scheduled shifts. The extra shift bonus is compensation for the extra shift only and staff must meet their status requirements to be eligible for the additional compensation.

- FT: must first work their standard 6 shifts p/p (12-hour shifts)
- PT: must first work their standard 4 shifts p/p (12-hour shifts)
- PD: must first work their standard 2 shifts p/p (12-hour shifts)

The patient care assignment/shift is defined as follows:

- A normal complete extra patient care assignment/shift (12 hours).
- Completion of a minimum of four (4) hours prior to the start of an assigned shifts or a minimum of four (4) hours at the conclusion of an assigned shift.
- Completion of a minimum of 6 hours of an additional patient care assignment /shift.

**Pandemic Pay**

Represented staff attending to patients diagnosed with COVID-19 or in the process of COVID-19 diagnosis in designated units will receive additional hourly compensation for all hours worked attending to the care of such patients.

The designated units for this additional pay are: COVID beds designation in the Medical/Surgical Unit, DOU, ICU and ED.

Pandemic Pay applies to all hours worked, when caring for COVID patients.

RCP	\$10.00/hour
LVN	\$8.00/hour

The Crisis and Pandemic hourly pay rates noted above are not subject to overtime (1 ½ pay) or double time (2 times pay) pay rate methodologies. Furthermore, this additional pay is not applicable for holidays not worked, sick time, paid time off, education or all other benefited non-work time off (i.e. only compensated on worked or productive time treating patients).

Represented staff will not receive both Crisis Pay and Pandemic Pay for the same hours. In such cases the higher rate would apply. Both Crisis and Pandemic Pay must be coordinated and approved by Department Management.

Questions concerning the implementation, administration or status of this additional pay increase should be directed, in writing to the undersigned.

Regards,

*Frank Amato*

Frank Amato (WAMC)  
Director Human Resources  
West Anaheim Medical Center