

## DIFFERENTIAL PREMIUM PAY

Differential Premium Pay is both an incentive and financial reward for employees who work evening, night shifts and weekends.

- Shift Differential Pay is paid to eligible employees for all hours worked after 3:00 PM until 7:00 AM the following day. If an employee is in an on call status and is called in, he/she will be paid shift differential only for hours worked within the differential period. Shift differential will be paid at a rate of ten percent (10%) of the individual's base hourly rate for each hour worked between the hours of 3:00 PM and 7:00 AM.
- Weekend Differential Pay is paid to eligible employees who work hours between 3:00 PM Friday and 7:00 AM Monday will be paid weekend differential for all hours worked. Weekend differential will be compensated at a rate of five percent (5%) of base hourly rate for each hour worked within the weekend differential period.
- Shift Bonus is paid to eligible employees for hours worked above their budgeted hours or after satisfying the minimum monthly requirement for employees classified as PRN. Shift Bonus does not apply to trade or replacement shifts. Shift Bonus is paid in increments of four (4) hours; twenty-five dollars (\$25.00) per increment, weekend; twelve dollars and fifty cents (\$12.50) per increment, weekday.
- Premium Shift Bonus is paid to eligible employees with budgeted hours (with the exception of PRN status) for additional hours worked after they have worked eight (8) hours above their budgeted hours in a pay period. To be eligible for Premium Shift Bonus pay, the Registered Nurse must work a minimum of four (4) additional hours. Premium Shift Bonus pay is paid at the rate of five dollars (\$5.00) per hour.
- Charge Nurse Pay is paid to all Bargaining Unit registered nurses with at least two (2) years of RN Mercy Medical Center experience who apply for and receive training for the charge nurse position equal to \$2.00 per hour in addition to their base rate of pay and all applicable premium pay for all hours worked as a charge nurse.