

MEMORANDUM OF AGREEMENT
Between
AFT CONNECTICUT BACKUS FEDERATION OF NURSES
And
THE WILLIAM W. BACKUS HOSPITAL

ARTICLE 28
ON-CALL STATUS

28.- 28.5 No Change

28.6 An On-Call employee must be immediately reachable at the employee's primary contact information provided to the Hospital through the employee's functional Department and report to the Hospital as instructed within Thirty (30) minutes of the Hospital's attempt to contact him or her. As set forth in this Agreement the employee is solely responsible for keeping his or her contact information current. An employee who does not comply with the requirements of this Section of this Article is subject to Article 10, Discharge and Discipline, of this Agreement.

28.7 In the event a Plan Delta is activated while an employee is On-Call, the employee will be placed on restricted call immediately.

28.8 Employees assigned to On-Call status will be paid Four Dollars and Twenty Five Cents (\$4.25) per hour for each hour On-Call.

28.9 Differential pay as set out in this Agreement will not be paid in addition to an employee's On-Call rate while the employee is On-Call.

28.10 On-Call time will not be included in calculation of eligibility for any benefit included in this Agreement.


28.11 If an On-Call employee is called into work that employee's On-Call pay as set out in Section 1 of this Article will stop as of the end of the hour immediately preceding the Hospital's attempt to call the employee into work.

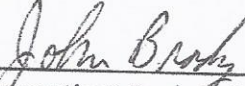
28.12 In the event the hospital provides early and or advanced notification of a procedure requiring the employee to report to work, The employee will receive call back pay beginning ½ hour prior to swiping in.

28.13 When an On-Call employee is called into work that employee will be paid One and One Half (1 ½) times his or her regular base hourly rate for the time he or she actually works beginning at the time the employee is notified of the requirement to come into work.

28.14 -28.through end of article No Change proposed

Signed by: The William W. Backus Hospital AND AFT Connecticut Backus Federation of Nurses

By 
VP of Human Resources and Org Development
The William W. Backus Hospital

By 
AFT Connecticut Backus Federation
of Nurses

Date: 9/11/13

Date: 9/9/13