

MED POUR FILL-IN STIPEND MOA

(Update Effective 10/8/2023)

CWA and LifePath enter into this Memorandum of Agreement (MOA) implementing a Med Pour Stipend for a trial period beginning August 20, 2017 and running until approximately November 20, 2017. LifePath will communicate to all Bargaining Unit Members the complete terms in Memo Form as outlined below.

Non-exempt employees who perform a med pour fill-in will receive a \$15 stipend in addition to being paid for actual time worked (or a minimum of one hour, whichever is more) per med pour fill-in assignment. If the med pour involves the administration of medication through a G/J tube or the administration of insulin, the non-exempt employee would receive a \$25 stipend in addition to being paid for actual time worked (or a minimum of one hour, whichever is more) for each med pour fill-in assignment. For purposes of this agreement, a "med pour fill-in" is defined as an employee not working an entire shift but going to a house and performing the dosing and administering of all required medication for all residents in a house at a particular time. This stipend is not paid to employees that administer medications as part of a full shift that they work.


In order to ensure that all employees have an opportunity to participate in this trial program, all attempts will be made to offer med pour fill-in opportunities in a fair and equitable manner.

If an employee agrees to perform multiple med pours in a night (e.g., 6 p.m. and 10 p.m. med pours), even if at the same house, the employee will receive the stipend for each med pour that is performed.

Employee participation is voluntary.

The parties recognize that this is a trial period and, as such, both sides will be discovering potential issues as they go. As such, during the trial period, grievances for med pours will be referred to as Med Pour Grievances ("MPGs") and will not go through the grievance and arbitration procedures set forth in the CBA, but instead will be raised directly to the Chief Human Resource Officer. Any concerns with how the program is being administered or any other issues that arise will be dealt with as soon as practicable after they are raised. MPG's shall not advance to arbitration during this trial period or through February 20, 2018. Should the program become permanent or extend beyond February 20, 2018, grievances will be addressed according to the CBA.

This agreement may be cancelled at any time with thirty (30) days written notice by either party.


On Behalf of LifePath

10/3/23
Date


On Behalf of CWA

10/03/2023
Date