ATTACHMENT A

Redline

A.9.1.2: On Call Pay for Physicians:

In addition to the above, an Appointing Authority at Natividad ~~Medical Center~~ may place per-diem off duty employees on standby duty. An employee who is required to hold him/herself available for immediate response to the Hospital (i.e. within 30 minutes) in the below-listed classes shall be compensated for standby pay at the rate of ~~twelve~~ eighteen dollars ($~~12~~18) per hour.

Nuclear Medicine Technologist – Per Diem
Radiologic Technologist – Per Diem
Sonographer – Per Diem

Standby duty and compensation shall cease when the employee actually reports for duty. A minimum of one (1) hour of "on duty" pay shall be paid when a per-diem employee in one of the above-listed classifications on standby status is called and reports for duty. No employee shall be paid for standby duty time and other compensable duty time simultaneously.

A.12.7 Extra Shift Pay for Physicians - Natividad ~~Medical Center~~
In order to meet coverage and patient care needs, Natividad requires a mechanism to compensate Unit U physicians for shifts worked in excess of the employee's Regular Assignment required by the employment contract. Physicians are exempt employees and do not qualify for overtime. Only physicians who have met the minimum number of shifts in his or her employment contract shall be eligible for Extra Shift Pay.

Physicians assigned to Extra Shifts approved by the Service Director and Chief Medical Officer shall be paid the following:

Extra On-site (or Restricted) Shift ~~Call~~, where a physician is required to be physically present with an immediate response time according to Medical Staff Bylaws, shall be paid as follows for the duration of the on-site ~~call~~ shift:

Family Medicine with Obstetrics	$110 per hour
Hospitalist	$150 per hour
Hospitalist (with ICU)	$160 per hour
Obstetrics and Gynecology	$164 per hour
Pediatric Hospitalist	$97 per hour
Pulmonology Critical Care	$175 per hour
Trauma Surgery	$190 per hour

Extra Off-site (or Unrestricted) Call, where the physician takes call away from the hospital with a response time according to Medical Staff Bylaws, shall be paid as follows for the duration of the off-site call shift:

Family Medicine w/o Obstetrics~~B~~ $26 per hour
General Surgery $50 per hour
Neurosurgery $95 per hour

Backup Call, is necessary for services that require immediate response for patient care. If the primary physician on-call is not available, the physician assigned to backup call is called back to the worksite.

Neurosurgery $500 per 24-hour shift
Obstetrics and Gynecology~~BGYN~~ $500 per 24-hour shift
Trauma Surgery $500 per 24-hour shift

Call-back refers to a situation when the physician who is assigned to backup call is required to return to the hospital for patient care needs. Physicians returning to the hospital during backup call shall be paid a minimum of two (2) hours as follows. Hours worked in excess of the minimum shall be paid hour by hour.

Neurosurgery $338 per hour
Obstetrics and Gynecology $164 per hour
Trauma Surgery $190 per hour

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Nuclear Medicine Technologist – Per Diem
Radiologic Technologist – Per Diem
Sonographer – Per Diem

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