

ATTACHMENT A

Deletions are stricken and additions are underscored:

* **AMEND PPR SECTION A.12.7 AS INDICATED BELOW:**

A.12.7 ~~On-Extra~~ Call-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.

~~At Natividad Medical Center the Chief Medical Officer or designee, after receiving written approval from the Chief Executive Office, may as an unrepresented physician (physicians in the "X" and "U" bargaining units) within the following specialties: Pediatrician, OB/GYN, Surgery, and Internal Medicine to voluntarily take a day (weekday or weekend day) of call. On-Call duty refers to a situation where a physician holds him or herself available either on or off campus, depending on the specialty, for immediate response as directed by the Chief Medical Officer. Should the physician on call not respond the physician will not be paid On-Call for that day. If a physician does not respond to a pre-arranged On-Call assignment, the physician will be subject to those procedures set forth in the NMC Medical Staff By-Laws.~~

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

Extra On-site (or Restricted) 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:

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|--|-----------------------|
| <u>Family Medicine with Obstetrics</u> | <u>\$110 per hour</u> |
| <u>Obstetrics and Gynecology</u> | <u>\$164 per hour</u> |
| <u>Pediatric Hospitalist</u> | <u>\$97 per hour</u> |
| <u>Pulmonology Critical Care</u> | <u>\$175 per hour</u> |
| <u>Trauma Surgery</u> | <u>\$190 per hour</u> |

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:

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|--------------------------------|----------------------|
| <u>Family Medicine w/o OB:</u> | <u>\$26 per hour</u> |
| <u>General Surgery:</u> | <u>\$50 per hour</u> |
| <u>Neurosurgery</u> | <u>\$95 per hour</u> |

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.

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|------------------------|--------------------------------|
| <u>Neurosurgery:</u> | <u>\$500 per 24-hour shift</u> |
| <u>OBGYN:</u> | <u>\$500 per 24-hour shift</u> |
| <u>Trauma Surgery:</u> | <u>\$500 per 24-hour shift</u> |

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.

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|----------------------------------|-----------------------|
| <u>Neurosurgery</u> | <u>\$338 per hour</u> |
| <u>Obstetrics and Gynecology</u> | <u>\$164 per hour</u> |
| <u>Trauma Surgery</u> | <u>\$190 per hour</u> |

~~Pediatrics \$800 per day (24 hour shift)~~

~~Surgery \$1200 per day (24 hour shift)~~

~~Internal Medicine \$1,400 per shift (12 hour shift; in house call—physician must remain on campus)~~

~~OB/GYN \$1,620 per shift (12 hour shift, in house call physician must remain on campus)~~

~~OB/GYN Back Up Call Any OB/GYN physician that is assigned backup call and directed to return to her/his work assignment after physical department from worksite shall, upon returning to the worksite, receive a minimum number of hours at the rate of pay as indicated below. “Call backs” within the same minimum hour window will be counted and paid as the same number of minimum hours. Only hours worked in excess of the minimum numbers of hours indicated below will be recorded as additional hours worked and paid at the hourly inhouse payment amount. 2 hour in house payment (\$135/hr) for one 15 hour backup call shift (Weekday) 4 hour in house payment (\$135/hr) for one 24 hour backup call shift (Saturday, Sunday, Holiday)
Added 1/23/07; 07-003 Amended 11/6/07; 07-032 Amended 7/30/13; 13-282~~

Health Department

At the Health Department, the Clinic Services Medical Director or designee, may place unrepresented physicians (physicians in the “X” and “U” units) on call as required by operational necessity. 58 On-Call duty refers to a situation where a physician hold him or herself available to answer telephone calls and do the necessary clinical follow up to manage the needs of the patient. Should the physician on call not respond, the physician will not be paid On-Call Pay for that day and may be subject to sanction.

- a. Physicians placed on call shall be paid the following:

Weekday 5:00 p.m. to 8:00 a.m. Monday, Tuesday Wednesday or Thursday night \$215

Weekend day 5:00 p.m. Friday – midnight Saturday or 12:01 a.m. Sunday – 8:00 a.m.
Monday \$355

Holiday 8:00 a.m. – 8:00 a.m. \$355

Added 7/30/13; 13-282

* **DELETE** PPR SECTION A.12.6 AS INDICATED BELOW:

~~A.12.6 Family Practitioner Premium Pay~~

~~Employee Family Practitioners at Natividad Medical Center, when credentialed by the Medical Staff to perform OB/GYN procedures, will receive an OB/GYN premium pay equal to five percent (5%) of the employee's basic rate of pay. Should Medical Staff revoke OB/GYN credentials, the premium pay will cease.~~

Added sections A.12.5 & A.12.6: 11/22/94; 94-464
Deleted 06/16/2020