

Lower Bucks Hospital

and

**Nurses Association of Lower
Bucks Hospital/PASNAP**



Staffing Grids/MOUs

December 12, 2024 - December 10, 2027

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Med Surge/Tele DAY

Census	Day Rn	Day LPN/RN	LPN	Total RN/LPN	PCA	Unit Sec.
29	3	0	3	6	2	0.5
28	3	0	3	6	2	0.5
27	3	0	3	6	2	0.5
26	3	0	3	6	2	0.5
25	2	1	2	5	2	0.5
24	2	1	2	5	2	0.5
23	2	1	2	5	2	0.5
22	2	1	2	5	2	0.5
21	2	1	2	5	2	0.5
20	2	0	2	4	2	0.5
19	2	0	2	4	2	0.5
18	2	0	2	4	2	0.5
17	2	0	2	4	2	0.5
16	2	0	2	4	2	0.5
15	2	0	1	3	2	0.5
14	2	0	1	3	2	0.5
13	2	0	1	3	1	0.5
12	2	0	0	2	1	0.5
11	2	0	0	2	1	0.5
10	2	0	0	2	1	0.5
9	2	0	0	2	1	0.5
8	2	0	0	2	1	0.5
7	2	0	0	2	1	0.5
6	2	0	0	2	1	0.5
5	2	0	0	2	1	0.5
4	2	0	0	2	0	0.5
3	2	0	0	2	0	0.5
2	2	0	0	2	0	0.5
1	2	0	0	2	0	0.5

Med Surge/Tele NIGHT

Census	Night RN	Night LPN/RN	LPN	Total RN/LPN	PCA	Unit Sec.
29	3	0	3	6	2	0
28	3	0	3	6	2	0
27	3	0	3	6	2	0
26	3	0	3	6	2	0
25	2	1	2	5	2	0
24	2	1	2	5	2	0
23	2	1	2	5	2	0
22	2	1	2	5	2	0
21	2	1	2	5	2	0
20	2	0	2	4	2	0
19	2	0	2	4	2	0
18	2	0	2	4	2	0
17	2	0	2	4	2	0
16	2	0	2	4	2	0
15	2	0	1	3	2	0
14	2	0	1	3	2	0
13	2	0	1	3	1	0
12	2	0	0	2	1	0
11	2	0	0	2	1	0
10	2	0	0	2	1	0
9	2	0	0	2	1	0
8	2	0	0	2	1	0
7	2	0	0	2	1	0
6	2	0	0	2	1	0
5	2	0	0	2	1	0
4	2	0	0	2	0	0
3	2	0	0	2	0	0
2	2	0	0	2	0	0
1	2	0	0	2	0	0

SBHU DAY

Census	Days RN	Days RN/LPN	LPN	Total RN/LPN	Days MHT	Days US
18	1	1	1	3	3	1
17	1	1	1	3	3	1
16	1	1	1	3	3	1
15	1	1	1	3	3	1
14	1	1	1	3	3	1
13	1	1	1	3	3	1
12	1	1	0	2	2	1
11	1	1	0	2	2	1
10	1	1	0	2	2	1
9	1	1	0	2	2	1
8	1	1	0	2	2	1
7	1	1	0	2	2	1
6	1	1	0	2	1	1
5	1	1	0	2	1	1
4	1	1	0	2	1	1
3	1	1	0	2	1	1
2	1	1	0	2	1	1
1	1	1	0	2	1	1
0	1	1	0	2	1	1

SBHU NIGHT

Census	Night RN	Night RN/LPN	LPN	Total RN/LPN	Night MHT
18	1	1	1	3	3
17	1	1	1	3	3
16	1	1	1	3	3
15	1	1	1	3	3
14	1	1	1	3	3
13	1	1	1	3	3
12	1	1	0	2	2
11	1	1	0	2	2
10	1	1	0	2	2
9	1	1	0	2	2
8	1	1	0	2	2
7	1	1	0	2	2
6	1	1	0	2	2
5	1	1	0	2	1
4	1	1	0	2	1
3	1	1	0	2	1
2	1	1	0	2	1
1	1	1	0	2	1
0	1	1	0	2	1

BHU DAY

Day	Total					
Census	RN	RN/LPN	LPN	RN/LPN	MHT	US
27	2	1	1	4	3	1
26	2	1	1	4	3	1
25	2	1	1	4	3	1
24	2	1	1	4	3	1
23	1	1	1	3	3	1
22	1	1	1	3	3	1
21	1	1	1	3	3	1
20	1	1	1	3	3	1
19	1	1	1	3	3	1
18	1	1	1	3	3	1
17	1	1	1	3	2	1
16	1	1	1	3	2	1
15	1	1	1	3	2	1
14	1	1	1	3	2	1
13	1	1	1	3	2	1
12	1	1	0	2	2	1
11	1	1	0	2	2	1
10	1	1	0	2	2	1
9	1	1	0	2	1	1
8	1	1	0	2	1	1
7	1	1	0	2	1	1
6	1	1	0	2	1	1
5	1	1	0	2	1	1
4	1	1	0	2	0	1
3	1	1	0	2	0	1
2	1	1	0	2	0	1
1	1	1	0	2	0	1

BHU NIGHT

Census	Night RN	Night RN/LPN	LPN	Total RN/LPN	Night MHT	Night US
27	2	1	1	4	2	0
26	2	1	1	4	2	0
25	2	1	1	4	2	0
24	2	1	1	4	2	0
23	1	1	1	3	2	0
22	1	1	1	3	2	0
21	1	1	1	3	2	0
20	1	1	1	3	2	0
19	1	1	1	3	2	0
18	1	1	1	3	2	0
17	1	1	1	3	2	0
16	1	1	1	3	2	0
15	1	1	1	3	2	0
14	1	1	1	3	2	0
13	1	1	1	3	1	0
12	1	1	0	2	1	0
11	1	1	0	2	1	0
10	1	1	0	2	1	0
9	1	1	0	2	1	0
8	1	1	0	2	1	0
7	1	1	0	2	1	0
6	1	1	0	2	1	0
5	1	1	0	2	1	0
4	1	1	0	2	1	0
3	1	1	0	2	1	0
2	1	1	0	2	1	0
1	1	1	0	2	1	0
0	1	1	0	2	1	0

ED

Shift					
Start	RN	PCA	LPN	US	Total
11:00 PM	4	2	2	1	7
3:00 AM	3	2	2	1	8
7:00 AM	3	2	2	1	8
10:00 AM	4	2	2	1	9
11:00 AM	4	2	2	1	9
3:00 PM	5	2	2	1	10
7:00 PM	5	2	2	1	10

ICU

Census	Day RN	PCA 2	Eve RN	PCA 2	Night RN	Night PCA 2
12	6	1	6	1	6	1
11	6	1	6	1	6	1
10	5	1	5	1	5	1
9	5	1	5	1	5	1
8	4	1	4	1	4	1
7	4	1	4	1	4	1
6	3	1	3	1	3	1
5	3	1	3	1	3	1
4	3	1	3	1	3	1
3	2	1	2	1	2	1
2	2	1	2	1	2	1
1	2	1	2	1	2	1

Cardiac Cath Lab, IR, OR, PACU, SPU

Cardiac Cath

Room 1	RN	Tech	Total
	2	1	3
Room 2	2	1	3
Holding pre/post	1		1

IR

Rooms	RN	Tech	Total
	1	1	2

OR	RN	Tech	RNFA
Room 1	2	2	1
Room 2	2	2	1

PACU

8 am to 4:30pm	1
930am to 6pm	1

SPU

6am to 2:30pm	1	M-F
2pm to 6pm	1	M-F

MOU- Cardiac Cath Lab

Memorandum of Understanding Between Lower Bucks Hospital and The Nurses Association of Lower Bucks Hospital/PASNAP

This Memorandum of Understanding (“MOU”), is entered into by and among Lower Bucks Hospital (“Hospital” and “Employer”) and The Nurses Association of Lower Bucks Hospital/PASNAP (“Union”) (collectively, the “Parties”), who are signatories to a collective bargaining agreement, agree to the following:

WHEREAS, bargaining unit employees, while on call for the Cardiac Cath Lab, shall be paid at a rate of fifteen dollars (\$15.00) per hour for any additional on call shift(s) above their minimum commitment during their four (4) week schedule.

WHEREAS, on call minimum commitments are defined as follows:

Full Time Employees- Ten (10) on call shifts per four (4) week schedule

Part Time Employees- Six (6) on call shifts per four (4) week schedule

Per Diem Employees- Three (3) on call shifts per four (4) week schedule

WHEREAS, on call shifts for the Cardiac Cath Lab which start on Saturday or Sunday shall be paid at a rate of fifteen dollars (\$15.00) per hour.

Therefore, the Parties agree that this Memorandum of Understanding shall remain in effect for the duration of the current collective bargaining agreement between the parties, and will terminate contemporaneously therewith.

For the Union

Shirley Crowell RN 02/09/25

The Nurses Association of Lower Bucks
Hospital/PASNAP

For the Employer

Catherine Heichue Reed 03/10/25

Lower Bucks Hospital

MOU- Weekend Program

Memorandum of Understanding Between Lower Bucks Hospital and The Nurses Association of Lower Bucks Hospital/PASNAP

This Memorandum of Understanding (“MOU”), is entered in by and among Lower Bucks Hospital (“Hospital” and “Employer”) and The Nurses Association of Lower Bucks Hospital/PASNAP (“Union”) (collectively, the “Parties”), who are signatories to a collective bargaining agreement, agree to the following:

WHEREAS, Weekend Program bargaining unit employees who work extra weekend shifts above their requirement will be paid at their usual Weekend Program rate.

WHEREAS, bargaining unit employees, who are part of the Weekend Program as of December 12, 2024, shall be paid at a rate of sixty dollars (\$60.00) per hour, including any and all applicable differentials, for any and all shifts worked Monday through Friday. These employees will not be eligible for the bonus shift program referenced in the CBA.

WHEREAS, Weekend Program bargaining unit members hired into the Weekend Program after December 12, 2024, will be paid the per-diem rate plus any and all applicable shift differentials for shifts

worked Monday through Friday. These Weekend Employees will be eligible for the bonus shift program referenced in the CBA.

WHEREAS, Overtime will be paid for hours worked above 40 in a one-week period.

WHEREAS, this agreement shall in no way change any of the terms of the CBA unless expressly agreed to by the Union and the Employer in this agreement.

For the Union

Anna Carlin RN 05/01/25

Shirley Crowell RN 05/12/25

The Nurses Association of Lower Buck
Hospital/PASNAP

For the Employer

Catherine Heichue Reed 05/01/25

Lower Bucks Hospital

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