

		AFGE/NNU HEALTH CARE WORKER COVID PAY INFO SURVEY DATA <i>Updated October 14, 2020 (For more info: nvaclobbyist@afge.org)</i>
VISN	CITY/STATE	POSITIONS RECEIVING PAY AND AMOUNTS
1	Bedford, MA	None (check FB again)
1	White River, VM	NONE
1	Togus, ME	June 5: 25% for nutrition and food service; 50% for EMS (housekeepers) and something for infection control nurse and some special contribution awards depending on amount of covid work. No supervisor or quad member included. Money from VISN covid funds. No hazard pay.
1	New England HCS (CT Div)	Incentive awards or SCAs paid to: Path and Lab, HVAC, Employee Health, RT, Virology, Medicine, EMS, Home Based PC, CLC, Nursing staff, police, logistics, some radiology staff
2	East Orange, NJ	Probably NONE
2	St. Albans, NYC	NONE. Management brought up incentive pay. But stated NNU getting the "bulk"; RNS who work in ER, MED SURG, ICU and CCU get majority of the funds
2	Bath, NY	None
2	Canandaigua, NY	No hazard pay
2	Northport, NY	NONE No communication with management NO CHANGES AS OF JULY 10
4	Lebanon, PA	VISN 4 has provided \$4million for COVID bonuses to all personnel grouped as F/T, P/T and other. Amounts for each level TBD
5	Wash DC	Nothing for admin staff even if they present high risk letters from their providers; RNs receiving 10% in all units
5	Baltimore, MD	Nothing despite 10-20% surge in COVID Positive patients.
5	Beckley WV	10/14/20: All Beckley VAMC bargaining unit employees who worked 51% or more during COVID crisis received \$2500. Supervisors allowed to give 20% of staff additional \$500 if they went above and beyond.
5	Huntington, WV	No extra pay
6	Salem, VA	No hazard pay; no retention pay
6	Durham, NC	Nothing for AFGE BU (says NNU did better)
6	Asheville, NC	No extra pay
7	Atlanta, GA	One time COVID bonuses to only some employees: Atlanta VA (VISN 7) is in the process of issuing on-time COVID19 incentive awards based on 3 tiers. It appears that most employees will not receive an award even though they are still reporting to work during the pandemic.
7	Atlanta, GA	No hazard or W&S pay
7	Decatur, GA	No hazard or incentive pay, not even in COVID unite
7	Tuscaloosa, AL	No extra pay
8	Bay Pines, FL	RNs, respiratory personnel and emergency personnel (EMS) and COVID Units got 25%; other nurses got 10%
8	Lake City, FL	RNs 10% in iCU and ER

8	Orlando, FL	20% extra pay through end of the year for ICU and ER; nothing for dental assistants working emergencies
8	Tampa, FL	25% for COVID Unit RNs; 10% for other RNs in direct patient care (Bibi may mean Tampa when she says 25% for RNs in all units and 10% for LPNs, NAs and HC techs in certain
8	Call Center	15% for ARNPs; 10% for other RNs
9	Nashville TN	No extra pay Update 9/30/2020: MC Director email: Beg this pay period, eligible employees (“who went above and beyond their normal duties”) will receive special contribution awards for Feb 2020-May 2020 period. Employee reporting that employees already received awards and believes member of Exec Leadership Team intentionally denying eligible employees.
9	Mountain Home, TN	No extra pay Update 10/7/2020: Two rounds of COVID awards that bypassed the awards committee. On first round, many managers received awards and most employees working in and around COVID got nothing (in COVID ward, respiratory lab, and COVID tent, supervisors received awards but not rank and file). There were nearly 300 awards paid and only 175 went to rank and file.
10	Dayton OH	No extra pay
10	Louisville, KY	No extra pay
10	Cleveland	Secret one time \$2000 COVID Bonuses only provided to some employees
10	Cleveland	Registered Nurse, Medical Support Assistant, Health Technician, Registered Respiratory Therapist, Certified Respiratory Therapist, Physician, Intermediate Care Technician, Nurse Assistant, Licensed Practical Nurse, Advanced Medical Support Assistant, and Medical Instrument Tech (EKG). Staff working on Covid-19 floor(PCU) were placed on a list at the Cleveland VA Medical Center to receive 5% incentive retention pay (Includes. Nurses, Nursing Assistants, Ward Clerks(MSA's &AMSA's) EMS and others assigned to work this unit
10	Indianapolis IN	LPN got differential; Mid-July RNs said differential coming but never happened; Some got \$1500 one time payment; MJ trying to get documentation July 28 document received: RNs who temporarily detail from outpatient to inpatient will get 14% differential for 6PM-6AM work hours; LPNs working in inpatient acute will get 10% differential for day shift and 15% for night shift. All LPNs working between 6PM and 6AM get 15%
10	Ann Arbor MI	No extra pay for nurses
12	Detroit MI	No hazard or incentive pay
12	Chicago-Jesse Brown IL	NNU says most RNs getting 10%
12	Hines IL	NNU says most RNs getting 10%

15	Kansas City, MO VAMC	All inpatient getting extra pay; varies by position; none if working overtime; must be detailed to specific area to receive (not applicable to primary care or specialty care?)- Effective May 1 with retroactivity; Will last 90 days?; RNs and MDs get 20% effective 3/29/20; Hybrids and Title 5 get 10% max; NAs and LPNs and police get 10% effective April 12
15	Eastern KS VA	No extra pay
16	VISN wide	VISN director tells LP that leadership paid retention incentives several recruitment/retention factors
16	Biloxi, MS	10-20% all employees
17	Houston, TX	Only bedside nurses getting retention pay (20%) as of 5/18/20; nothing for NAs; nothing for techs, phlebotomists or respiratory
17	N. TX VA HCS	No extra pay for CLC Unit
19	Cheyenne WY	Report date June 1 - No extra pay for her group. Medical unit/urgent care/MVLC (long term care nurses) got 20%. Heard rumor that case managers were also receiving this. Fear of losing medical nurses to higher affected COVID areas. Infected veterans were taken care of MHR RTP (her unit?) before they went to the Medical unit. We are all having to take the same COVID precautions and all have to be screened daily and all have to wear masks and we will have to be required to float to other units and we still have to respond to codes
19	Sheridan, WY	No extra pay at domiciliary even though infected residents; Med unit did get extra pay
19	Denver CO	29% for ER and critical care and inpatient acute care and med/surg
19	Montana HCS	T 38s working or assigned FT to ER, inpatient Med Surg (including CC), physicians, anesthesiologists, RNs PRNs, Clinical Nurse Specialists, NPs, CRNA, PA including if detailed Group retention incentives to select Hybrids and T5s assigned to ER, inpatient Med Surg specifically RTs, LVNs, LPNs, Health Techs, ICTs, MSAs)
19	SLC. Utah	20-25% retention bonus to nursing staff in COVID units; Med Techs 10% - ENDED 7/4/20 saying "out of funds"
20	Roseburg and White City OR	400 hand selected employees; White City – no info; RFI ignored so taking to arbitration
20	Anchorage AK	Has step 3 grievance to fight for hazard pay for employees in high risk positions
20	Seattle WA	No hazard pay; only COVID wards getting retention pay
20	Vancouver WA	No extra pay
21	Northern CA (specific location)	20% all units
21	Las Vegas, NV	Notice from VISN - Incentive pay for 60 days: Title 38s get 20% and others 10%; pharmacy outpatient getting 10% from March 29-June 6,2020; Due to delays some people were overpaid and incurred a debt
22	Albuquerque, NM	T38 employees working or assigned FT or ER or Med Surg (including critical care): physicians, anesthesiologists, RNs, APRNs, Clinical nurse specialists, NPs, CRNAs, PAs; Hybrids and Title 5 assigned to ER, Med

		<p>Surg or VISN 22 Clinical Contact Center and Facility Call Center (Respiratory Therapists, LPNs, Health Techs, ICTs, MSAs, Housekeeping Aides;</p> <p>Hybrids working in FT, PT or intermittent to Inpatient units, ED, CLC, RRTP, Domiciliary, Social workers actively working in direct patient care, DRRs actively working in the ED and inpatient/RRTP/COCs;</p> <p>OT/RT/PT/KTs actively working in inpatient/CLC/ED/RRTP/Dom areas;</p> <p>T38 and Hybrid ad T5s working FT, PT or intermittent to CLC, domiciliary, Inpatient MH (physician, anesthesiologist, RN, APRN, Clinical Nurse Specialist, NP, CRNA, PA, RT, LPN, Health Tech, ICT, MSA, Housekeeping Aides; Acute-Med Surg Inpatient, ED and SCI (NA, Inpatient Pharmacist and Pharm Tech)</p>
22	Phoenix, AZ	ER physicians getting it for 90 days with retroactivity – not ER nurses or pharmacists in the ER and not social workers in the ER either- but surgeons not coming in are getting it (with \$ meant for nurses? Nothing for Social workers, screeners or some MH employees
23	Iowa City, IA	7W and ICU will receive extra pay – must be working with “detected” COVID patients
23	Minneapolis MN	5% for housekeepers in the Hot Zones; 20% for Title 38s; Hybrids 5-15%; No extra pay even if floating into hot zones or picking up shifts there; nurse managers may be trying to get incentive pay