

# HR Communications and Frequently Asked Questions Regarding Emergency Standby Pay



## Announcement of Emergency Standby Pay (ESP)

Baptist Health is fortunate to have 23,000 dedicated, compassionate employees, physicians and leaders. We are so grateful for all that you are doing for our patients, community and one another.

We are committed to supporting our employees during these challenging times. We have taken many steps to keep our employees safe and to meet the dramatic increase in COVID-19 patients who will seek care in our facilities.

We have canceled elective procedures, closed services and reduced work hours in non-critical areas to focus our resources — people, facilities and supplies — on the most critical patient needs.

To ensure the financial stability of our people, we will provide financial support when regular work is not available.

We are providing **Emergency Standby Pay (ESP)** for employees who are able to work but awaiting redeployment or remote access. This ESP program is effective Sunday March 22 and will continue to be available until further notice.

### General Information

Employees who are not working due to reduced hours/schedule can opt to be placed on standby, which indicates they are available for work in their own departments or in a different work area as needed. If work is not available locally, their leader will submit their name to HR so they can be added to the system Staffing Labor Pool. Employees must respond in a timely manner when called to work by their leader or by the Labor Pool and be flexible to work in other areas where they could assist due to staffing shortages. These employees will be paid Emergency Standby Pay (ESP) instead of PTO for any missing hours while awaiting redeployment. Overtime hours will not be covered by Emergency Standby Pay. Employees who choose not to accept redeployment assignments will forfeit their ESP status and must take PTO or LOA instead.

### Eligibility Requirements

Full-time and part-time employees who are able and available to work but awaiting redeployment or remote access are eligible for ESP. Per diem employees are not eligible for these payments. Eligible employees are expected to be readily available.