

## MHS Escort Meet and Confer Agreement

1. All efforts will be made to preschedule appointments and escorts prior to the date/time of appointment. If staff must be pulled from the floor due to medical necessity for an escort, all efforts will be made to find a replacement for the staff that is pulled.
2. Different situations call for different levels of intervention.
3. For the safety of patients and staff, and to guarantee staff's legally required breaks while complying with the AHS 1-to-1 policy, The MD, in consultation with the Treatment Team and staff, shall make a determination regarding how many MHS escorts are needed. If an MHS Escort must go to the bathroom while on 1-to-1 escort, the MHS will not be disciplined for violation of 1-to-1 policy.
4. All currently admitted patients, regardless of legal status, will be escorted via non-emergency ambulance for required appointments.
5. There is no mandatory overtime. Transportation will be provided for the staff to return to John George if staff has declined to receive overtime and needs to return before the end of their shift.
6. Patients discharged from the program will not be accompanied by Mental Health Specialists. When escorts are pre-scheduled, the staffing office will be notified and attempt to find staff to conduct the escort duty. Extra staff will be called pursuant to the procedures in the MOU for assigning extra shifts.

If a patient escort is necessary unexpectedly and no extra staff has been secured, the MHS assigned to escort will be selected based on seniority of the staff on that unit. If the MHS with higher seniority declines, the escort duty will be offered to the MHS with the next highest level of seniority. If MHSs with higher seniority decline the escort duty will be assigned to the MHS with lowest seniority. (In the best interest of safety for patients and staff, seniority may be superseded by clinical necessity).

7. MHS escorts shall receive a 5% premium for all hours worked during the escort.

Michael Askin

DocuSigned by:

*Michael Askin*

149AE095D9FB487  
Employee Relations Consultant

Shane Ruiz

Signed by:

*Shane Ruiz*

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SEIU Field Representative

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