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IMPORTANT: Rewarding and Recognizing Associates

1 message

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Rewarding and Recognizing Associates

Hi, Scott,

Throughout the COVID-19 pandemic, Ascension regularly reviewed pay and benefit policies and practices, making changes and creating new temporary practices as necessary to ensure our ministry was well prepared to meet the ongoing challenges of providing care for our associates, patients and communities during the national crisis. And, unlike many other healthcare systems, we offered these programs while also avoiding layoffs and job losses to continue providing financial security for our associates and caregivers during the uncertainty as we worked through the initial surge caused by the pandemic.

While many services have resumed, it is important to understand that we are now moving through a recovery period guided by the Economic and Operational Recovery Strategy initiated this past May. We must continue being good stewards of our resources while services are returning. With this in mind, we have several updates to share:

- Merit Increases and Recognition Payment
- Socially Just Wage
- Market Adjustments

Merit Increases and Recognition Payment: Like many other health systems and companies across the country, Ascension must carefully manage expenses while services are returning. Consequently, annual pay increases will not be awarded in FY21. However, we know our associates have worked diligently around the clock, and we want to recognize and reward our associates during these challenging times. Therefore, we are providing a **one-time recognition payment** to eligible associates in September. More information will be shared in August with leadership and associates.

Eligibility as of June 30, 2020	Recognition Award Amount
Full-Time Associate	\$500

Part-Time Associate	\$250
PRN Associate	\$200

Notes:

- Contracted associates, temporary and contingent workers, and associates eligible for any at-risk or incentive programs will not be eligible for this recognition payment. More information will be shared soon.
- Associates subject to collective bargaining agreements should consult with their union representatives regarding applicability and eligibility.
- Although FY20 performance evaluations will not be completed this year, we expect to fully reengage the performance evaluation and annual merit pay program, which started during FY20 for FY21. Ongoing performance conversations and the year-end evaluation will continue during FY21. This will be an important input for merit pay consideration in FY22. Information and education supporting the Pay for Performance program will start being shared in July and will continue throughout the fiscal year.

Socially Just Wage: Our Socially Just Wage reflects Ascension's commitment as a Catholic ministry to ensuring a fair and just wage. For FY21, we are increasing our Socially Just Wage minimum to \$13 per hour, which will be effective January 2021.

Market Adjustments: We will continue our commitment to deliver market-competitive compensation. We're following our usual practice of reviewing market data and implementing market adjustments where needed to ensure associate pay is market competitive.

We thank all of you for your dedication and commitment to our patients and communities.

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