

Call Share Agreement

Agreement between:

Starting Date:

Re-Evaluate Date:

Kaz will cover Jessica for **6 pre-scheduled days every month** and will make a percentage of every client fee regardless of whether or not she attends any births. The fee is to compensate Kaz for time spent on-call and provide incentive for committing to being on call for the scheduled days, as well as to compensate her for time spent at a birth if that should happen. Some months this may mean going to zero births, some months this may mean going to a few births. Regardless, she makes her percentage of the fee and the hope is compensation will balance itself out.

The on-call calendar is made up in the **shared Google Calendar**

The **calendar can be adjusted upon discussion**, though the further in advance changes are made, the better as we may have trips booked, etc and be relying on the coverage from each other. When off-call time is intended for an important event or trip, we will note this in the calendar and confirm commitment to coverage with each other. **Either Jess or Kaz are welcome to say no** to suggested changes in on and off call time that deviate from the schedule.

FEE BREAKDOWN

30% off total fee to the person who brings in the client (most of the time this will be Jessica)
Remaining fee will be divided by on-call percentage: Jess on call 80% of time so receives 80% of fee, Kaz 20%. These percentage breakdowns include client visit compensation

30% - Bringing in client and covering expenses (pool supplies, etc)

56% - Jess

14% - Kaz

100% total.

BIRTH OVERLAP OR ADDITIONAL BACK-UP USE

No additional payment is made if Kaz attends a birth on her on-call day.

Whoever is the person on-call will be responsible for paying additional backup used in their on-call period the usual back-up rates (\$30/h up to a max of \$600). This includes using each other as back-up during scheduled off-call time. ie) if Jess uses Kaz as back-up during days other than her 6 official on-call days, Jess will pay Kaz additional back-up fees.

For example:

- If Kaz needs to use Morag while Kaz is on-call, Kaz pays Morag. If Jess needs to pay Morag when Jess is on call, Jess pays Morag.
- If Jess uses Kaz for back up when it is Jess's on-call day, Jess pays Kaz \$30/hr up to max half the client fee.

PRENATAL AND POSTPARTUM VISITS

Prenatal:

Kaz will do a "welcome to care" phone call with each client after the client has interviews with Jess and booked services. (Or vice versa if Kaz brings in the client / does interview).

Kaz will do one prenatal visit with each client at a mutually agreeable time, either in-person or over skype. Jess will do the remaining prenatal visits. This will be included in the percentage breakdown. If Kaz does more than one prenatal visit with each client, or does client additional postpartum visits on days that are not her call days, she will be paid \$30/hour.

Postpartum:

Whoever is on call will do the postpartum visit. My typical schedule is to see clients on day 2, or in-between midwife visits so that the client is being checked on every day for the first few days. (The midwives typically seeing clients on days 1 & 3, though this is midwife dependant). I then check in the next day the midwives are not going to do a visit (typically day 4) and go over only if additional support is needed with breastfeeding.

EXPENSES

Part of the 30% of bringing in the client is to cover business expenses; the website, going to the interview, and single use expenses such as TENS pads and pool liners, hoses, etc.

If the non-primary primary (usually Kaz) has to provide or purchase supplies, they can invoice the primary person (usually Jess) to have the expense reimbursed).

PAYMENT

Track in shared google doc "Kaz Payment and Hours Tracking"

Jessica will pay Kaz the first week of the month for the previous month's owings.

Jess will fill out the "Number of clients" section of the payment spreadsheet, Kaz will fill out the rest.

We can revisit and adjust as needed!