



Return to work process for striking nurses

Due to the strike activity, patient care needs may be lower than normal and could take time to return to normal levels. Nurses will be returned to work following the strike based on patient care needs as operations require. **Not all staff who are scheduled to work will be returned if our census or patient care needs do not support it.**

Striking nurses are not to return until they have been notified by the hospital.

Striking nurses will be called to return to work using the following principles:

- The return will be based on the hospital's patient care needs. Striking nurses will be returned on a shift-by-shift basis depending upon the already posted work schedules based on patient care needs. When a nurse is returned to work, the nurse will be returned to active status upon reporting for work.
- If fewer staff are needed than are listed on the schedule, staff on the schedule will be returned to work in accordance with seniority and needed skill mix as determined by the hospital.
 1. **Consolidated units** (*e.g. Abbott Northwestern per community, Mercy per companion units, Unity and United per float group*): For units that are consolidated with another unit, staff on the schedules for the consolidated units will be returned to work in accordance with seniority and needed skill mix as determined by the hospital.
 2. **Reduced volume units**: For units with reduced volumes, staff on the schedule will be returned to work in accordance with seniority and needed skill mix as determined by the hospital.
 3. **Closed units** (*units shut down temporarily with no service being offered*): For units that are closed, staff will be returned to work in accordance with seniority and needed skill mix as determined by the hospital when patient volumes return and the units are re-opened.
 4. **Float pool** (*excludes Abbott Northwestern due to community process*): For Float Pool, staff on the schedule will be returned to work in accordance with integrated seniority list per float group and needed skill mix as determined by the hospital.
 5. **Casual nurses**: Casual and per diem nurses will be returned to work through the described process except in units that are closed. In those units, regularly scheduled nurses will be returned to work prior to casual and per diem nurses.
- A nurse will be removed from strike status and actively returned to work on the earlier of the date :

- The nurse is contacted by the hospital to staff a shift and reports to work for such shift; or
 - The date the nurse would have been returned to work based upon seniority, but for the fact the nurse has a pre-approved vacation time that would have begun before being recalled from the strike; or
 - The date the nurse would have been returned to work based upon seniority, but for the fact that the nurse would have started a leave of absence before being returned from the strike; or
 - The hospital determines that all nurses for a unit have been returned to work even if not scheduled.
- Once nurses are returned to work, they will continue to report to work as regularly scheduled. Once returned, nurses will resume all regularly scheduled call shifts where applicable.
 - Nurses may be returned to work outside of the described process to complete required education. The Hospital will attempt to schedule any mandatory education at the earliest opportunity for nurses who were unable to complete the mandatory education during the strike.
 - Nurses in orientation may be returned to work outside of the described process because their schedule is not dependent on patient care needs, along with the preceptors orienting those nurses. Nurses may also be returned outside the described process to provide other education on the unit.
 - Nurses who work through the strike will be considered already working and will not be subject to the return to work process and will continue to work as scheduled.
 - Nurses will be called and told to report to work approximately 8-12 hours prior to the start of their return to work shift. The hospital will call the phone number the nurse has provided for daily staffing calls.
 - Once all nurses have been returned to work on the unit and/or department, existing processes for extra hours will apply.
 - Nurses who have not been contacted to confirm their return to work, and who show up to work a previously scheduled shift will not be allowed to work. These employees would not receive any Reporting pay.
 - Nurses who are not working and are on a workers compensation leave before the start of the strike will remain on leave unless they participate in the strike.
 - Nurses who are working in some capacity and are receiving workers compensation benefits before the strike and who participate in the strike will have their benefits suspended until the nurse is returned work.