

HEALTHEAST CARE SYSTEM & MNA
2019 MNA NEGOTIATIONS

HealthEast's Updated Counter-Proposal
4/24/2019

To Union
② 3:03 p.m.
4/24/19

Employer's Counter-Proposal to Union Proposal #3 (Section 3.C.)

➤ **Employer's Updated Counter-Proposal (Section 3.C.) (originally offered on 4/17/18)**

C Scheduling: The general pattern of scheduling will be as follows:

1. (No change)
2. (No change)
3. Normally there shall be at least twelve (12) hours between assigned shifts (days, evenings, or nights), except on days prior to scheduled days off. For those nurses working twelve (12) hour rotating shifts, those nurses shall be afforded at least twenty-four (24) hours between start times, unless the nurse consents to this shift pattern.
4. (No change)
5. Except for holiday schedules or on call requirements, nurses shall normally not be scheduled to work more than seven (7) five (5) consecutive days without the nurse's consent. In addition, nurses shall normally not be scheduled for more than 48 consecutive hours of first call on-call or 72 consecutive hours of 2nd call on-call.
6. Effective September 1, 1998, Scheduled Registered Nurses may utilize casual part-time Registered Nurses to cover additional paid time off.
7. Except for holiday schedules or on-call requirements, the Hospital will not normally schedule a nurse to work more than three (3) consecutive calendar days of twelve (12) hour shifts without the consent of the nurse. Nurses working three (3) consecutive twelve (12) hour shifts shall not be scheduled for an additional eight (8) hours shift on the day immediately preceding or following such consecutive twelve (12) hours shifts unless the nurse consents to this shift pattern.

The Employer proposes such other language changes to the agreement as may be necessary to conform the agreement to the counter-proposals set forth above.

The Employer reserves the right to add to or modify these counter-proposals.