

## UNION 6 (REVISED) 05-28-19

### **ADD NEW SECTION TO ARTICLE 3, HOURS**

Block Schedules. Individual units may determine to develop a system of block scheduling. In order to request a block schedule, the Unit Council will submit a request to the Staffing and Scheduling Committee to develop a program. Two members of the committee (one each from the Union and management) will work with the Unit Council to develop the schedule. Once the program is finalized, it will be submitted for final approval by the Staffing and Scheduling Committee and then a full vote of the affected department.

Once a block schedule is in place, it may not be eliminated without consensus approval of the Staffing and Scheduling Committee. Modifications may be proposed to the Unit Council, who may enlist the assistance of the Staffing and Scheduling Committee if necessary.

The following guidelines will apply to the creation of block schedules.

- 1) The initial blocks will be posted and granted to the most senior RN who applies to the posting. In no case will a nurse be allowed to increase or decrease the nurse's FTE by applying for a block without the approval of management.
- 2) The unit will need to start with no more than 30% on a block. The unit may evaluate further additions on a block. The unit may create further blocks once the initial group of blocks is stabilized.
- 3) The only requests for Registered Nurses who are granted blocks will be for vacations, holidays, and leaves of absence. If a holiday falls on a scheduled shift in the nurse's block, the nurse will work the holiday unless that Registered Nurse is exempt from any holiday obligation.
- 4) If block schedules need to be adjusted, volunteers will be requested and, if there are none, the least senior nurse on the block will be required to change their block.
- 5) If a Registered Nurse on a block needs to change their block and the change cannot be accommodated through a trade or help from the scheduler, the Registered Nurse, with six (6) weeks' notice, will relinquish the block.
- 6) The blocks will be re-evaluated with significant position changes or at least annually.
- 7) Registered Nurses who are not on blocks will have a request-based system for scheduling.

The Union reserves the right to amend, add, delete, or withdraw without prejudice any and all proposals submitted. The Union also reserves the right to submit future amended, revised or new proposals. Said proposals shall not be used in an Administrative Hearing or Arbitration as evidence of appropriate of interpretation of intent if the proposal is withdrawn by the Union.