



MNA Modified Proposal #3 in Response to Employer Modified Counter Proposal (4:16 pm 5/8/19)

May 15, 2019

3. HOURS

(No Changes in this proposal to A and B)

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 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. 4. (No Change)

—5. Except for 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 2<sup>nd</sup> call on-call. (Example: Surgical Services RN may be scheduled for M-F eight (8) hour shifts followed by up to forty-eight (48) hours of off-premises call shifts Saturday and Sunday.)

6. Effective September 1, 1998, Scheduled Registered Nurses may utilize casual part-time Registered Nurses to cover additional paid time off.

7. The Hospital will not 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) hour shift on the day immediately preceding or following such consecutive twelve (12) hours shifts unless the nurse consents to this shift pattern.

8. Within the above guidelines, block schedules may be subject to change around holiday scheduling.