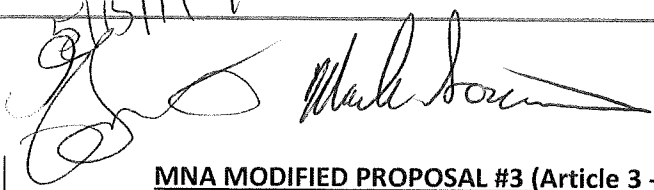


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**MNA MODIFIED PROPOSAL #3 (Article 3 -- Scheduling : Hours) to HEALTHEAST CARE SYSTEM
2019 MNA NEGOTIATIONS**

5/15/2019

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 not be scheduled to work more than 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. (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.)

7. 6. Scheduled Registered Nurses may utilize casual part-time Registered Nurses to cover additional paid time off. 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.

Exceptions to the general pattern of scheduling may be made by agreement between the Hospital and the nurse concerned or in cases of emergency or unavoidable situations where the application of the general patterns would have the effect of depriving patients of needed nursing services.