



RNPA Proposal 17, September 28, 2023

~~Section 8.20—Additional Shift Work~~ **-Scheduling**

a) Draft Schedules

Draft schedules shall be posted ~~two~~ **four (4)** weeks in advance of the posting of the final schedule. Nurses shall indicate availability for ~~additional~~ shift work in writing.

b) Preference for Unfilled Shifts

1. Prior to posting of the final work schedule, nurses in part time codes will be given preference over Per Diem and Extra-Help nurses for available, ~~additional~~ **unfilled** shifts in their work unit.

a. Additional Shift Work

Additional shift work within a unit shall be distributed as equally as practicable among coded nurses in the following sequence:

a) **i.** Part time coded nurses within the work unit the additional shifts are available;

b) **ii.** Part time coded nurses outside the work unit, provided such nurse can claim competency in the area the additional shifts are available.

iii. Additional shifts do not result in overtime compensation or weekend off provision penalty pay unless pre-approved by Management.

b. Shift Selection is Determined by Seniority
For purposes of shift selection, seniority is defined in Section 5.1.

c) Per Diem and Extra-Help nurses will then be given any remaining available shifts.



d) Final Schedules

Final schedules will be posted two (2) weeks prior to the start of the new schedule.