



1/3/2024  
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RNPA Proposal 17, January 3, 2024

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.

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

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

**3. Shift Selection is Determined by Seniority.**

**For purposes of shift selection, seniority is defined in Section 5.1.**



4. Per Diem and Extra-Help nurses will then be given any remaining available shifts.
5. Final Schedules. Final schedules will be posted two (2) weeks prior to the start of the new schedule.