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RNPA Proposal 21, December 18, 2023 (Revised)

ARTICLE 8 - HOURS OF WORK, OVERTIME, PREMIUM PAY

Section 8.18 - Alternate Work Schedules

**a. Advance Notice**

**In the event County conducts a survey of a unit or part of a unit to gather the preferences of RNPA-represented nurses regarding shift schedules, it shall provide advance notice to the union. If the County proposes to change work schedules, it will give prior notice and an opportunity to meet and confer to the union.**

**b. Ten (10) and Twelve (12) Hour Shifts**

- 1.** The only alternate shifts recognized are ten (10) and twelve (12) hour shifts. A nurse may elect to work an alternate work schedule based on eighty (80) hours per two (2) week period. Time worked in excess of eighty (80) hours bi-weekly shall be subject to overtime pay provisions of this Agreement.
- 2.** This schedule shall be a voluntary/optional alternative to a previous eight (8) hour per day schedule with mutual agreement of the nurse and management. A nurse working a regularly scheduled ten (10) or twelve (12) hour shift shall be compensated for each hour worked at the regular hourly base pay. Hours worked in excess of ten (10) or twelve (12) hours of a regularly scheduled ten (10) or twelve (12) hour shift, shall be subject to overtime provisions of Article 8, Section 2 (Overtime Pay).

Shift differential shall be paid for all hours worked as specified in Article 8, Section ~~8~~9 (Shift Differentials).

**c. Teleworking**

- 1. The County of Santa Clara recognizes that flexible**



work arrangements and reduced commutes can benefit the employee, the department, and the public by taking the most efficient use of staff time. The County shall provide telework opportunities to appropriate RNPA represented classifications consistent with the County's July 2021 Telework Program Countywide Policy.