

## **HOLIDAY SCHEDULING**

Your Local Bargaining Unit Officers, WSNA Representative and Hospital Management have worked collaboratively through the Grievance Process to ensure the language of the Contract surrounding Holiday Scheduling is followed correctly.

**Article 10.2.3 Holiday Scheduling Procedure states, in part:**

**.... Nurses with twenty (20) or more years of seniority shall not be required to work on holidays designated in this Agreement provided patient care will not be adversely affected.**

The following steps will be followed to insure that nurses with (20) or more years seniority have the opportunity to designate their desire to work or not work on designated Holidays:

1. By July 31 of each year, Registered Nurses with twenty or more years of seniority will indicate in writing “yes” or “no” for each of the six (6) annual working holidays for the following calendar year, with “yes” indicating that they would like to work the holiday and “no” indicating they do not want to work the corresponding holiday;
2. If all Registered Nurses with twenty (20) or more years of seniority opt out of holidays and the need is apparent at the time schedules are being prepared, the unit Manager will contact each of the 20+ year nurses and ask for volunteers to work the needed Holiday(s);
3. Six (6) weeks prior to the holiday, if the need is still present, the least senior of nurses with twenty or more years seniority will be scheduled for the holiday. To the extent that Registered Nurses with twenty or more years of seniority work any of the six (6) working holidays, they will rotate working holidays equitably by seniority.

For questions, please contact one of your Local Unit Officers or Terri Williams, MS, RN; WSNA Nurse Representative at [twilliams@wsna.org](mailto:twilliams@wsna.org).

WSNA is acutely aware of the importance of nurses advocating for the rights and benefits provided in your Contract. Thank you to those who came forward regarding this issue. If you are not a current member of WSNA, please consider joining today! Have a voice, make a difference!! You can find a membership application here: <https://www.wsna.org/membership/introduction>.

***In Solidarity!***

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