

VIRGINIA MASON HOSPITAL
BAYLOR SHIFT TWENTY-FOUR HOUR WEEKEND SCHEDULE

In order to ensure adequate weekend coverage, the Association and the Hospital agree that, to the extent the Hospital deems it appropriate, the Hospital may offer positions on a special weekend work program. Employees who are selected for these positions are required to work a schedule consisting of two (2) twelve (12) hour shifts every weekend between the hours of 7:00 p.m. Friday to 7:30 a.m. Monday. The shifts shall be scheduled on consecutive days.

All existing contractual provisions shall apply unless otherwise provided for herein.

1. **Workday.** The normal work day shall consist of twelve (12) hours' work to be completed within twelve and one-half (12-½) consecutive hours. Meals/Rest Periods shall be administered in accordance with Art. 7.7 of the CBA.

2. **Wage Rate.** Employees on this schedule shall be paid in accordance with the following schedule: Appendix A - Wages in the 2021-2023 Collective Bargaining Agreement.

Day Shift: Will work two (2)-12 hours shifts every weekend (24 hours) and be compensated for 36 hours.

Night Shift: Will work two (2) 12 hour shifts every weekend and be compensated for 40 hours.

If the nurse takes paid or unpaid leave for any hours on the weekend, the weekend shall be prorated based upon the formula above for day or night shift. For example, if a night nurse takes leave for one day of the two-day weekend, the nurse shall be paid for 20 hours.

Seniority will accrue based on Article 6 - Seniority.

3. **Overtime Pay.** If a nurse works beyond the end of the twelve (12) hour shift, all hours of work beyond twelve (12) consecutive hours shall be paid at one and one-half (1-½) times the base rate of pay for time worked beyond the normal work day. If the 12 hours nurse works more than two (2) hours beyond their scheduled shift all additional overtime hours will be paid at double (2x) the nurse's base rate of pay.

4. **Benefits.** Regularly scheduled twenty-four-hour weekend shift nurses are eligible for full-time benefits.

5. **PTO.** Nurses who choose to work a twenty-four (24) hour weekend schedule understand the following:

a. In any one calendar year, the nurse shall be eligible for vacation based on accrual per Art. 10.1 and if the nurse elects paid time off, it shall be based upon the wage rates identified in #2 above. For instance, if a day nurse takes one weekend off (two shifts), 36 hours vacation shall be withdrawn if taking paid leave. The holiday rotation commitments in the parties' Agreement per 10.2.3 shall apply to this weekend work schedule unless by mutual consent. If a nurse is scheduled for the two-shifts on days other than the weekend to accommodate the rotation, there shall be no loss of pay per #2 above. The nurse working the twenty-four (24) hours weekend schedule is required to work all weekends including holiday weekends unless the nurse has been granted time off per the vacation scheduling requirements of this Appendix and the applicable section of the parties' Agreement.

Upon Completion of:	Annual Hours
1 through 3 years	8 holidays + 10 vacation days = 18 annual leave days
4 years, 5 years	26 Annual Leave days (208 hours)
6 years, 7 years	27 Annual Leave days (216 hours)
8 years, 9 years	28 Annual Leave days (224 hours)
10 years, 11 years	29 Annual Leave days (232 hours)
12 through 19 years	31 Annual Leave days (248 hours)
20 or more years	32 Annual Leave days (256 hours)

6. **Pay for Non-Weekend Scheduled Hours.** If an employee covered by this Appendix works extra shifts during the week, they will be paid at their base non-weekend rate of pay plus premiums or differentials associated with the extra shift.


Alison Bradywood

Date

28-Feb-2022

WSNA

Date 25-Feb-22

Chief Nursing Officer, Vice President