

## 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 workday 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 Article 7.7 of the CBA.

- 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.

2. **FTE Status:** The Baylor Shift nurse is considered a 0.6 FTE; and has hours paid as described in this document.

- Seniority will accrue based hours worked as described in Article 6 - Seniority.

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

4. **Overtime Pay:** If a nurse works beyond the end of the twelve (12) hour shift, all hours of work beyond twelve (12.5) consecutive hours shall be paid at one and one-half (1-½) times the base rate of paid for time worked beyond the normal work day. If the 12 hours nurse works more than two (2) hours beyond their scheduled shift (12.5 hours) all additional overtime hours will be paid at double (2x) the nurse's base rate of pay.

5. **Benefits.** Regularly scheduled twenty-four-hour Baylor Shift nurses are eligible for full-time medical and insurance benefits.

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

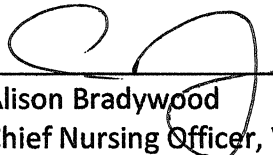
- The nurse will accrue annual leave (vacation) based on hours worked as outlined in Article 10
- If the nurse elects paid time off, it shall be based and paid as hours worked.

- For instance, if a nurse takes one weekend off (two shifts), 24 hours of annual leave (vacation) shall be paid.
  - In this circumstance, the nurse may elect to be paid annual leave for 36 hours (day shift) or 40 hours (night shift) but must alert their manager to this change prior to timecard approval. Retroactive changes are not permitted.
- The holiday rotation commitments in the parties' Agreement per 10.2.3 shall apply to this weekend work schedule unless by mutual consent there is a change.

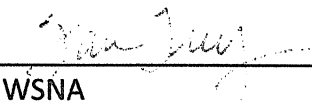
**6. Working During the Week:** If a nurse is scheduled for the two-shifts on days other than the weekend to accommodate the rotation, there shall be no loss of paid hours in #2 above.

**7. Schedule:** 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.

**8 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.

  
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Alison Bradywood  
Chief Nursing Officer, Vice President

6/15/22  
Date

  
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WSNA

6/14/22  
Date