

On Call

A number of on call issues were resolved in negotiations, including:

- **Mandatory On Call in the ED:** This will be discontinued upon ratification of the contract. If SJH determines there is still a need for on call, they will have to notify us so we can have an opportunity to present alternatives and discuss how it will affect our members.
- **New Procedure for instituting or expanding On Call:**
 1. SJH determines a need for Scheduled On Call, notifies Union at least 45 days before planned implementation
 2. Union has the opportunity meet with SJH to explore alternatives that meet the needs of SJH including but not limited to a voluntary on call program
- Upon ratification of the contract, when a nurse is scheduled to be on call and works an hour beyond her regularly scheduled shift, the nurse will be entitled to the 4-hour block and paid time and one half for all hours worked.

Weekend Scheduling Issues

There was substantial discussion about resolving situations where disputes arise over weekend scheduling. This was a problem at Elmer when the hospital changed everyone's weekend schedule right before the holidays in an attempt to address a grievance filed in one department. The following procedure will be used going forward:

- Nurses will make every attempt to address the situation amongst themselves within any given unit/department. **This is the preferred method of resolution. Nurses should take every opportunity to control the solution.**
- If nurses are unable to find a resolution, the manager of that unit/department will modify the existing weekend rotation in that unit/department to ensure the rotation is equitable.
- No nurse will be required to work more than every other weekend. However, if a nurse wishes to work more often, the contract does not prohibit that so long as it is voluntary.
- Should staffing needs in a unit/department allow it, nurses may work less than every other weekend.
- Weekend schedules may be varied as long as all in the department worked it out.

Work and Meal Breaks

Our local union has continued to receive extensive feedback from those of you who are not receiving your work and meal breaks during your shifts. SJH stated their position at the bargaining table that all employees are entitled to meal and work breaks.

Our Contract provides:

8-hour shifts: 1 – 15 min work break &

1 – 30 min meal break (not responsible for patients, may leave the unit)

10- and 12-hour shifts: 2 – 15 min breaks &

1 - 30 min meal break (not responsible for patients, may leave the unit)

You need to notify your manager or supervisor if you cannot get your breaks.

If you miss your meal break you are of course paid, but it is more important that you get time off the unit to recharge. That means you are not answering phones or call bells. The Employer has the responsibility to cover you while you're off the unit.

If you are not given the opportunity to take the full 30-minute, duty-free meal break, you should fill out a Kronos slip and submit it to the manager/supervisor to be paid for the time. **Be sure to keep a record of days when you submit forms for payment, and check your pay stub to be sure you are paid for the time. If you are not paid for the time on days when you submitted a Kronos slip, contact a unit rep immediately.**

If you are consistently missing breaks please notify your union representative or our Staff Representative Jeff Hayden (jhayden@hpae.org, 856-663-0300 x316) with documentation so we can file a grievance.

This issue is **not** about getting paid – it's about getting time for yourself in a very high stress environment. We take care of the sick and injured all day long. It's time to take care of ourselves