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**Communications Workers of America, AFL-CIO
Kenmore Mercy Hospital
2025 Contract Negotiations**

**Article
Extended Shifts**

Section 1. Extended shifts shall be defined as those shifts that are more than the regularly scheduled eight (8) hour shift, inclusive of the thirty (30) minute unpaid meal period.

Section 2. Employees working extended shifts must take all paid time off benefits in amounts equal to their regular extended shifts.

Section 3. Scheduled weekend work:

- a. The Employer/Hospital will schedule at least twenty-six (26) weekends (Saturday and Sunday) off which need not be alternate weekends, per calendar year, for all employees working the full year. Scheduled weekend work shall be equitably divided among employees assigned to a department/unit. Those working less than a full year shall be prorated;
- b. employees who are scheduled to work a weekend shift and fail to do so shall make up such weekends per Article ____ (Hours of Work), Section 10, if required;
- c. employees may work more than the above on a voluntary basis;
- d. any employee who accepts a position on another unit must adhere to the weekend work schedule of that unit regardless of the number of previous weekends worked prior to the effective start date on the new unit.

Section 4. A manager will not schedule an employee for more than two (2) consecutive twelve (12) or thirteen (13) hour shifts unless voluntarily requested.

Section 5. Holiday Schedules:

- a. Each employee shall be required to work one (1) extended shift on one (1) of the following holidays:

Independence Day	Labor Day	Easter
Memorial Day	Thanksgiving Day	

An employee may volunteer to work more holidays. No employee will be required to work any of these Holidays two years in a row unless they request to do so.

- b. Each employee working twelve (12) hour shifts will be scheduled to work one (1) shift out of four (4) in the shaded areas and one (1) shift out of four (4) in the unshaded areas of the following chart:

December 24 7:00 am to 7:00 pm	December 31 7:00 am to 7:00 pm
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December 24	7:00 pm to 7:00 am	December 31	7:00 pm to 7:00 am
December 25	7:00 am to 7:00 pm	January 1	7:00 am to 7:00 pm
December 25	7:00 pm to 7:00 am	January 1	7:00 pm to 7:00 am

December 24	3:00 am to 3:00 pm	December 31	3:00 am to 3:00 pm
December 24	3:00 pm to 3:00 am	December 31	3:00 pm to 3:00 am
December 25	3:00 am to 3:00 pm	January 1	3:00 am to 3:00 pm
December 25	3:00 pm to 3:00 am	January 1	3:00 pm to 3:00 am

December 24	11:00 am to 11:00 pm	December 31	11:00 am to 11:00 pm
December 24	11:00 pm to 11:00 am	December 31	1:00 pm to 11:00 am
December 25	11:00 am to 11:00 pm	January 1	11:00 am to 11:00 pm
December 25	11:00 pm to 11:00 am	January 1	11:00 pm to 11:00 am

- c. No employee will be required to work two days in a row on 12/24 and 12/25, unless they request to do so. In the event that filling the schedule results in a nurse being scheduled for more than one of the shaded and/or more than one of the unshaded shifts above, the least senior nurse who has not selected a shift on a shaded and/or unshaded shift will be scheduled on one (1) of those shifts. Unless the employee requests, no employee shall be required to work Christmas Day two (2) years in a row. For purposes of this section, Christmas Day shall be defined as the shaded shift above that corresponds to your designated shift.
- d. Should there be a conflict with schedules on the holidays, it shall be granted according to seniority.
- e. Should there be a holiday shift that is not adequately staffed under these conditions, the least senior employee on the unit will be scheduled for an additional shift.
- f. Switching of shifts or partial shifts between qualified employees may occur after the schedule is posted with the Manager or designee's approval. Such request must be submitted electronically. The initially scheduled holiday shall be considered the holiday commitment.

Section 6. If, during the life of this Agreement, any existing positions are converted to extended shifts, the employees occupying those positions may request to work additional hours to compensate for the decrease in hours that results from working extended shifts. Should any of those employees make such a request and where the need exists, as determined by Management, the employees shall be offered the extra hours in order of seniority.

Section 7. The appropriate shift differential will be paid according to Article __, Shift Differential.

Section 7.8. An employee assigned to an extended shift shall not have their extended shift involuntarily modified or discontinued for the purpose of creating a non-extended shift for the duration of this Agreement.

Section 8.9. No employee will be involuntarily displaced from the position they currently hold as a result of conversion to extended shifts.

Section 9.10. All provisions of this Agreement shall apply unless specified in this Article.

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Section ~~10~~11. All employees working extended shifts shall normally be scheduled at least eleven (11) hours between scheduled shifts, unless the employee agrees to be scheduled otherwise. Any employee who has agreed to work an additional consecutive shift may request their next scheduled shift off if such shift begins less than ten (10) hours from completion of the additional consecutive shift. Such request may not be unreasonably denied.

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