

**Kenmore Mercy Hospital Technical
Communications Workers of America, AFL-CIO
Service and Clerical
2025 Contract Negotiations**

**Article
Shift Rotation**

Section 1. The Employer shall have all employees without set shifts fill out a preference sheet with their preferred shift.

Section 2. Evening and night shifts shall be scheduled in the following manner:

- a. Those employees who are exclusively hired to work evenings and nights shall be scheduled first, then varied shift employees who prefer to work evenings and nights shall be scheduled next;
- b. Every attempt will be made to assign evening and night shifts on a rotating basis in reverse seniority order amongst varied shift employees;
- c. Where additional evening shifts are required, the least senior employee on the unit/department will be scheduled on a rotating basis, for such evening/night shifts for that particular schedule, consistent with the above;
- d. Employees who have twenty-five (25) or more years of seniority, shall not rotate to the evening or night shifts unless they specifically request to do so.

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