

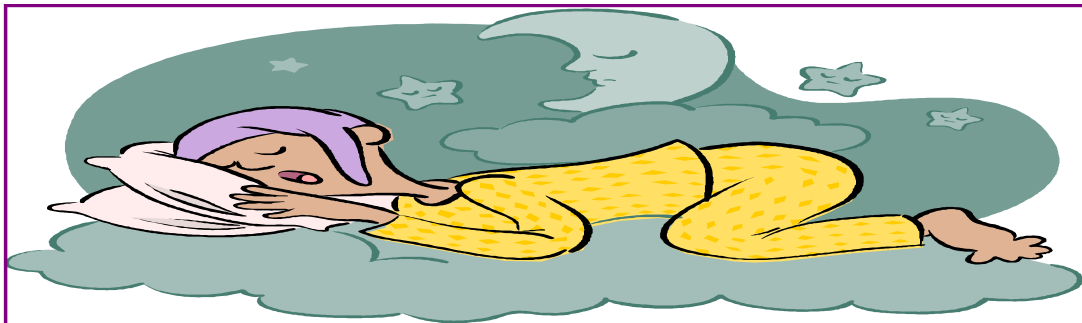
## **Problems staying awake during your 12 hour-shift?**

Fatigue is a common issue that crosses many disciplines, including health-care. Long hours and fatigue can impair judgment, put employees at risk for injury and/or jeopardize patient care. Errors and near errors are more likely to occur when RNs work 12 or more hours. It has been noted that some staff, particularly night shift, find it necessary to close their eyes or sleep in order to reduce fatigue.

But sleeping is deemed a critical offense by hospital policy for which immediate termination may occur. Thus, we are compelled to take action and address this issue.

SEIU Local 121RN has met with management and established the following resolution to address this issue:

1. Registered Nurses are allowed to rest their eyes during their 30 minute lunch break in the staff lounge without reprisal from management.
2. If RNs choose to sleep during this time, they must be clocked out and must clock back in on time.
3. The rest period must not disrupt patient care. RNs must report off to another RN and/or charge RN for coverage. In addition, write the name of the covering RN on sign-out sheet so it is clear who is covering the patient during the rest period.
4. RNs are not allowed to use any hospital linen (bed sheets, towels or blankets) for their rest period.



For further information, please contact your Union Representative Sonya D. Jimmons, MSW, at (213) 247-4585.

