

HCA MANAGEMENT'S LATEST PROPOSAL ON SHIFT CHANGES!

On March 17, 2010, HCA management made the following proposal on “Changes in Shifts.” Language in bold print and underlined is language that HCA has proposed and is different than the current contract language.

CHANGES IN SHIFTS

5.1 The Hospitals will not involuntarily change a bargaining unit member from “day”, “evening”, “night” or “variable/rotating” “variable” shift, without notifying the Union and the employee and, upon the Union’s request, bargaining for a period not to exceed thirty (30) days with the Union regarding any such change. Nothing herein shall prevent the Hospitals from temporarily filling vacant positions pursuant to Articles 47 and/or 115 (Posting and Filling of Vacancies). Such changes shall not be made arbitrarily.

5.2 A “variable/rotating” shift is a shift that changes periodically as necessary to a “day”, “evening”, or “night” shift.

5.3 Any concerns regarding the Hospital’s designation of variable/rotating shifts may be submitted to the Labor-Management Committee.

The SEIU121RN Bargaining Team is bringing THIS PROPOSAL to your attention because this is the kind of proposal that affects all of our work lives and as a result, our home lives. Management’s proposal states that the hospital *with just 30 days notice* can change our shifts from a “day” shift to a “variable” shift. If we work a variable shift, our shifts will vary. We could be assigned to work the day shift on Monday, the night shift on Tuesday and the day shift on Thursday OR we may be assigned to work the day shift on one week and the night shift on another OR any of a number of other possibilities.

In response to management’s proposal, our 121RN bargaining team has proposed that HCA call the shift by its proper name – a mixed shift. A mixed shift is one that is commonly found in the ER or in the Surgical Unit and is a “fixed” shift that consists of hours which encompass the day, evening , and/or night shift...for instance, 11 am – 11 pm or 12- 8:30 pm. The shift, however, does not vary from day to day and will allow RNs to plan our lives accordingly and be awake and alert to take care of our patients.

STANDING FIRM FOR FIXED SHIFTS!