

APPENDIX C - INNOVATIVE WORK SCHEDULES

Appendix C.1

Innovative Work Schedule Agreement 10-Hour Shifts - Professional/Technical/LPN

This constitutes an innovative work schedule as outlined in Article 7.2 of the Collective Bargaining Agreement by and between Whidbey General Hospital (Professional-Technical-LPN Unit) and United Food & Commercial Workers International Union, Local 21. If either party desires to alter or revoke this agreement, they may do so by issuing a thirty (30) day written notice to the other detailing the revocation or change.

1. Work Day: A normal work day shall consist of ten (10) hours of work to be completed within ten and one half (10-1/2) consecutive hours with a thirty (30) minute unpaid meal period.
2. Overtime: Overtime will be paid when the employee works beyond a ten (10) hour work shift. All premium overtime shall be computed at one and one half (1-1/2) times the normal rate of pay. All hours in excess of two (2) hours beyond the scheduled shift will be paid at the double time (2x) rate. When an employee under a ten (10) hour agreement works an eight (8) hour shift, overtime will be paid after the eight (8) hours and double time will be paid when he/she exceeds twelve (12) hours of work in a twenty-four (24) hour period.
3. Rest Period Between Shifts: Except in emergencies or by mutual agreement, employees shall have a rest period of at least ten (10) hours between shifts. Any time worked without ten (10) hours' rest between shifts, excluding overtime, shall be paid at a premium rate of one and one half (1-1/2) times the normal rate of pay. This provision does not apply to standby time.
4. Rest and Meal Periods: Two (2) fifteen (15) minute paid rest periods will be provided during each shift. One unpaid meal period will be provided during each shift.
5. Shift Differential: The applicable shift differential shall be paid for all hours worked between 3 p.m. and 7 a.m. Shift differential will be calculated on actual hours worked during the applicable times for each shift.
6. Call-Back: When called back to work from scheduled call time, hours worked shall be paid at the rate of one and one half (1-1/2) times for the first twelve (12) hours, and double time (2x) for time in excess of twelve (12) hours in a twenty-four (24) hour period.
7. Holiday Worked: If the employee is scheduled to work on a designated holiday, the full ten (10) hour shift will be paid at one and one half (1-1/2) times the normal rate. Additionally, the employee may request eight (8) hours of Paid Time Off (PTO) from his/her PTO bank at the normal rate of pay during the same pay period.

8. Holiday Not Worked: If the employee is not scheduled to work on the designated holiday, he/she shall receive eight (8) hours of normal pay for a day off during the same pay period from their Paid Time Off (PTO) bank.
9. Payment of Education Days, PTO, EIB: Education days, Extended Illness Bank (EIB) and Paid Time Off (PTO) will be paid (not earned or accrued) in ten (10) hour increments.

Employee Date

Human Resources Officer Date

Department Director Date