

Rest Between Shifts Policy: Community Standards

Contract Language from Harborview Peer Institutions

Children's

WSNA:

7.10 Rest Between Shifts. In scheduling work assignments, the Employer will make a good faith effort to provide each nurse with at least twelve (12) hours off duty between shifts. In the event a nurse is required to work with less than twelve (12) hours off duty between shifts, all time worked within this twelve (12) hour period shall be at time and one half. This Section shall not apply to standby and callback assignments performed pursuant to Article 9.

Group Health

SEIU 1199:

7.5 WWA Rest Between Shifts. In scheduling work assignments, the Employer will make a good faith effort to provide each employee with at least twelve (12) hours off duty between shifts. In the event an employee is required to work with less than twelve (12) hours off duty between shifts, all time worked within this twelve (12) hour period shall be paid at one and one-half (1½) times the regular rate of pay.

Northwest

WSNA:

7.10 Rest Between Shifts. In scheduling work assignments, the Employer will make a good faith effort to provide each nurse with at least twelve (12) hours off duty between shifts. In the event a nurse is required to work with less than twelve (12) hours off duty between shifts, all time worked within this twelve (12) hour period shall be at time and one-half (1½x) the regular rate of pay. This Section shall not apply to standby and callback assignments performed pursuant to Article 9.

Overlake

WSNA:

10.9 Time Off Between Shifts. In scheduling work assignments, the Hospital will make a good faith effort to provide each nurse with at least twelve (12) hours off duty between shifts. In the event a nurse is required to work with less than twelve (12) hours off duty between shifts, all time worked within this twelve (12) hour period shall be at time and one-half (1-1/2). This Section shall not apply to standby and callback assignments performed pursuant to Article 12.

Providence Everett

OPEIU:

9.9 Rest Between Shifts. In scheduling work assignments, the Employer will make a good faith effort to schedule each employee with at least twelve (12) hours off duty between shifts, excluding education, committee meetings, staff meetings and standby, unless such time is mandatory. In the event an employee is required to work a scheduled shift with less than twelve (12) hours off duty between

scheduled shifts, all time worked within the twelve (12) hour period shall be at the premium rate of time and one-half (1 ½). This provision shall not apply to employees on an agreed alternative work schedule that does not include a twelve (12) hour rest between shifts or to employees who volunteer to work an extra shift in addition to the originally posted schedule. Employees who advise the Employer in writing that they would like extra shifts as they become available in the future will be considered volunteers.

Swedish

SEIU 1199:

10.8 Rest Between Shifts. In scheduling work assignments, the Employer will make a good faith effort to provide each nurse with at least twelve (12) hours off duty between shifts. If a nurse is required to work with less than twelve (12) hours off duty between shifts, all time worked within this twelve (12) hour period shall be paid at time and one-half (1 ½). This section shall not apply to continuing education, committee meetings, staff meetings or to time spent on standby and callback assignments performed pursuant to Article 12. If attendance at a staff meeting or in-service is required and there are no other options, with prior approval, the staff meeting or in-service will be considered time worked for purposes of this section.

Valley

SEIU 1199:

7.7 Rest Between Shifts. In scheduling work assignments, the Employer will make a good faith effort to provide each nurse with at least ten (10) hours off duty between shifts. In the event a nurse is required to work with less than ten (10) hours off duty between shifts, all time worked within this ten (10) hour period shall be paid at time and one-half (1-½) the nurse's regular rate of pay, continuing until completion of such work period unless performing standby duty. Rest Between Shifts shall not apply when electing to attend a meeting and/or training (such as staff meeting, in-services or other optional training) prior to or at the end of the shift.

Virginia Mason

WSNA:

7.10 Rest Between Shifts. In scheduling work assignments the Hospital will make a good faith effort to provide each nurse with at least twelve (12) hours off duty between shifts for eight hour nurses, at least eleven (11) hours off duty between shifts for ten (10) hour nurses, and at least ten (10) hours off duty between shifts for twelve hour nurses. In the event a nurse is required to work his/her next scheduled shift with less than twelve (12) cumulative hours off (or a ten hour nurse is required to work his/her next scheduled shift with less than eleven (11) cumulative hours off or a twelve hour nurse is required to work his/her next scheduled shift with less than ten (10) cumulative hours off), all regularly scheduled hours worked within this twelve (12), eleven (11) or ten (10) hour period shall be at time and one-half (1-½).