

# TENTATIVE AGREEMENT

## ARTICLE 11 – HOURS OF WORK, OVERTIME, AND SCHEDULING

A. – E. [Current Language]

### F. WORK SCHEDULES AND POSTING

a. 1. – 6. [Current Language]

#### 7. Procedural Area On-Call Assignments

Procedural Area On-Call Assignments are made to provide staff coverage in the Procedural area(s) in a timely manner for emergent/urgent procedures during weekends and holidays. It is not the intent of Keck to use On-Call assignment as a substitute for adequate available staffing. The intent of Procedural Area On-Call Assignments is to provide coverage when it is impractical to regularly staff a shift.

- a. The Procedural Area On-Call schedule will be available for sign up at the same time as the new schedule is posted. The final Procedural Area On-Call schedule will be available for at least 13 days in advance of the commencement date and such schedule will cover a minimum period of four (4) weeks.
- b. Once the Procedural Area On-Call schedule is posted, On-Call may be traded or given away no later than two (2) hours before the start of the On-Call Shift to be traded. Trades are permitted only between two (2) Nurses of equal competency. The foregoing two-hour notice will be permitted no more than four (4) times per month. Otherwise, Nurses will make every effort to submit the trade within a minimum of 24 hours in advance.
- c. Nurses who wish to trade or give away a Call Shift are required to submit a shift change form signed by the Nurse that is filling their call. A trade will not be considered effective until the shift change form has been submitted.
- d. A Registered Nurse scheduled to work a shift the day after being called back to work from Standby will be provided a minimum of ~~nine (9)~~ ten (10) hours between shifts, unless the Registered Nurse volunteers to waive the rest period. Upon ten (10) hours of rest, a Registered Nurse will not be asked to work if less than four (4) hours remains of their next-scheduled shift.  
  
~~Example: A Registered Nurse leaving at 11:30 pm would return the following day at 08:30am~~
- ~~e. Upon nine (9) hours of rest, a Registered Nurse will not be asked to work if less than four (4) hours remains of their next-scheduled shift.~~
- f.e. Registered Nurses will receive two (2) consecutive days off each week if requested by the Registered Nurse consistent with Article 11 Section E. 9.

A Registered Nurse leaving at midnight or later will follow the grid below:

	Standby Release Schedule #1		Standby Release Schedule #2
Shift	Shift work Concluded	Work* Start Time	Shift Work Concluded No Report Requirement
6:45 a.m. to 3:15 p.m.	Between 12:00 a.m. and 3:00 a.m.	10:45 a.m.	3:01 a.m.
10:45 a.m. to 7:15 p.m.	Between 4:00 a.m. and 7:00 a.m.	2:45 p.m.	N/A
2:45 p.m. to 11:15 p.m.	N/A	N/A	N/A

\*Will work last four hours of shift

#### 8. OR Registered Nurse Exception

Neither the Heart Team nor the Liver Team shall be used in place of General Call Team except if the General Team is not available or predisposed or a higher level of skill is required for a particular case as determined by the OR Manager or his/her designee. The General Team will not be used in place of the Heart or Liver Team except where the Heart or Liver Team is not available or is predisposed. The other exception is in case of natural disaster or emergency.

#### 9. PACU On-Call Assignments

PACU On-Call assignments are made to provide staff coverage in the Post Anesthesia Care Unit (PACU) in a timely manner for procedures after normal working hours, nights and during weekends and holidays. It is not the intent of the [Employer Hospital](#) to use PACU On-Call assignments as a substitute for adequate available staffing. The intent of PACU On-Call assignments is to provide coverage when it is impractical to regularly staff a shift.

a. The following represents On-Call coverage for Main Keck PACU

Nights: 2300 – 0700 Monday – Friday

Weekends: 0700 Saturday – 0700 Sunday

0700 Sunday – 0700 Monday

Holiday Call: 0700 the morning of the holiday to 0700 the morning after the holiday

- b. To meet PACU On-Call needs, the **Employer Hospital** will ask for Nurses who want to volunteer, providing PACU core Nurses first priority in selection. The Nurses who volunteer will review and update the unit call calendar and memorialize the request in an email. When PACU On-Call needs cannot be met with volunteers, remaining On-Call shifts will be assigned on a mandatory basis in reverse seniority order. Such mandatory shifts shall be based on department needs but shall not be longer than a sixteen (16) hour On-Call Night shift. If an On-Call need arises after the schedule is posted, the Employer will post a notice at the PACU Nurses' station. The Employer will fill that shift on a first-come, first-served basis, giving priority to PACU core Nurses who are available to fill the entire shift and who are not assigned to work on the day following the shift. The Employer will assign that shift no sooner than three hours after posting.
- c. Full-Time and Part-Time PACU Registered Nurses will be required to sign up for no more than two (2) On-Call Night shifts, as defined above, and one (1) On-call Weekend shift, as defined above, per four-week work schedule. Per Diem PACU Registered Nurses will be required to sign up for no more than one (1) On-Call Night shifts and one (1) On-call Weekend shifts per 4-week work schedule.
- d. On-Call shifts may be traded or given away no later than two (2) hours before the start of the On-Call Shift to be traded. Trades are permitted only between two (2) Nurses of equal competency. The foregoing two-hour notice will be permitted no more than two (2) times per month. All other trade requests must be submitted a minimum of 24 hours before the start of the On-Call shift to be traded. Nurses who wish to trade or give away a Call Shift are required to submit a shift change form signed by the Nurse that is filling their call. A trade will not be considered effective until the shift change form has been submitted with an attached updated copy of the unit call calendar.

10. **Surgery Center PACU (HCC4) On-Call Assignments**  
[Current Language]

- a. The following represents On-Call coverage for emergent eye cases in the Out Patient Surgery Center PACU located in HCC 4.
  - Weekdays: 1900 – 2300 Monday-Friday
  - Weekends: 1100 – 1900 Saturday
  - 1100– 1900 Sunday
- b. To meet On-Call needs in the Out Patient Surgery Center in HCC 4 PACU, we will rely initially on nurses who volunteer. When On-Call needs cannot be

met with volunteers, a required On-Call shift will be rotated based on reversed seniority, per department needs during the weekdays and once a month for the weekend On-Calls but not greater than a 24hr On-Call shift.

- c. Registered Nurses may make themselves available to work Premium Pay Shifts by signing up on the Premium Pay Shift schedule in Central Scheduling. If any such shift is needed, Central Scheduling will confirm a Registered Nurse no later than two (2) hours prior to the start of the shift.
- d. Registered Nurses will receive two (2) consecutive days off each week if requested by the Registered Nurse.

**G. WEEKEND SCHEDULING**

- 1. If the unit is open during weekend hours, Full Time Registered Nurses will be expected to work up to four (4) weekend shifts for day shift nurses or five (5) weekend shifts for night shift nurses per four (4) week schedule, but will not be scheduled for more than four (4) weekend shifts for day shift nurses or five (5) weekend shifts for night shift nurses per four (4) week schedule unless otherwise agreed to by the Registered Nurse and unit manager. Part Time Registered Nurses will be expected to work up to three (3) weekend shifts for day shift nurses or four (4) weekend shifts for night shift nurses per four (4) week schedule, but will not be scheduled for more than


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three (3) weekend shifts for day shift nurses or four (4) weekend shifts for night shift nurses per four (4) week schedule unless otherwise agreed to by the Registered Nurse and unit manager. Per Diem Registered Nurses will be expected to work weekend shifts in accordance with their individual per diem agreement. The Registered Nurse will be scheduled two (2) full weekends off per schedule, on an every other weekend basis, unless otherwise requested by the Registered Nurse.

2.-6. [Current Language]

G.-L. [Current Language]

**FOR THE EMPLOYER**



By: PATRICK ZVARA

Date: 9/15/25

**FOR CALIFORNIA NURSES ASSOCIATION**



By: ARIN RAINONE

Date: 9/16/25