The normal twelve hour work shifts shall be:

6:45 a.m. - 7:15 p.m. - Day Shift
7:00 p.m. - 7:00 a.m. - Night Shift

Medcom nurses shall work the following shifts (including a paid meal break):

7:00 a.m. - 7:00 p.m. - Day Shift
7:00 p.m. - 7:00 a.m. - Night Shift

Changes to these times will be mutually agreed upon between JNESO and the Employer.

17.3 Nothing in this Article shall constitute an agreement to require employees to rotate except when mutually agreeable between the Employer and employee or in established positions or newly created positions which require rotation.

17.4 The Employer shall continue the shift times currently in effect (including shift schedules which do not conform to the normal work shifts above) provided, however, that the Employer may modify such shifts as it deems necessary and appropriate for the efficient operation of the Employer's facilities. The Employer shall have the right to alter shift starting and quitting times as it deems necessary and appropriate in the best interests of patient care. Except in cases of emergency, the Employer will notify affected nursing personnel of changes at least six (6) weeks prior to the effective date of such change or less, if mutually agreeable between Employer and employee. Such changes will not be arbitrary or capricious.

17.5 Regular full-time and part-time nurses may be required to work every other weekend in accordance with staffing and patient care needs. Unless otherwise agreed, 12-hour shift employees who work every third weekend as of the date of ratification of this Agreement shall continue with that requirement as long as they remain in the same unit and have the same shift hours. If the employee calls off on a scheduled weekend, the Employer may, in its discretion, schedule the employee to make up the weekend(s) within the next calendar quarter.

17.6 Approved PTO (Vacation) time may include a normal weekend on and shall not change or interrupt the weekend off/on method. The weekend commitment shall not apply to time periods during which the employee is on leave for workers compensation or an approved leave of absence. Nurses who work every other weekend may be required to work up to 26 weekends/year. The Employer will provide coverage for employees working 26 weekends/year for up to 4 scheduled weekends shifts/year. Nurses who work every third weekend may be required to work up to 18 weekends/year. The Employer will provide coverage for up to two scheduled weekend shifts/year.

a. The nurse who obtains coverage for a regularly scheduled weekend through a "switch" shall be considered to have met her/his weekend commitment. An individual who finds coverage still will be obligated to work her/his scheduled hours or utilize available PTO time. Provided that the unit is staffed for that shift, the employee may acquire coverage from available Per Diem RNs, provided they have met their Level requirements.