with a minimum of three (3) hours guaranteed per session or clinic. Overtime is voluntary.

Section 4:

To be compensated for overtime, the overtime must first be authorized by the immediate supervisor and appear on the weekly time sheet covering the workweek in which earned.

Section 5: Weekend Rotation

A. In addition to their regular work, all regular full-time and part-time, full-time flex, full-time and part-time per visit and per diem nurses will work a rotating weekend commitment. Nurses will rotate within their specific programs, except that nurses who are regularly assigned to work at least one (1) weekend day per week shall not be required to work weekend rotations. The maximum weekend rotation requirement for employees shall be three (3) weekends per quarter. Part-time Nurses will be required to work prorated weekend rotations based upon hours scheduled in accordance with Article 26, Section 5. Per Diem Nurses shall be required to work one (1) weekend and one (1) weekend day per quarter. Per diems shall be paid for actual hours worked on weekend rotation.

B. There will be a quarterly weekend rotation list. Each nurse shall submit a quarterly request in writing with weekend work availability to her/his immediate Supervisor on/or before the following dates: First quarter – Third Monday of the prior November; Second quarter – Third Monday of February; Third quarter – Third Monday of April; Fourth quarter – Third Monday of August. The employee shall have a response to weekend availability requests within five (5) working days of contract due

date of the request. Weekend rotation shall be assigned by seniority.

C. The weekend rotation Nurse will be on duty from 8:30 am. to 4:30 p.m. except that in the event there are less than two (2) nurses otherwise scheduled in Home Care and one (1) in Hospice to work on a weekend day until 9:00 pm, the Employer will seek volunteers first to work weekend rotation hours of 1:00 pm to 9:00 pm. In the absence of two (2) homecare nurses and one (1) hospice nurse to work on a weekend day until 9:00 pm, may schedule one or two homecare nurses and one hospice nurse to work weekend rotation hours on 1:00 pm to 9:00 pm to be assigned with the quarterly schedule by inverse seniority. If there are two (2) or more cases requiring an 8:30 a.m. visit (i.e., diabetics), the Nurse may commence work at 8:00 a.m., with prior supervisory approval. If the first or last patient's home is beyond the normal travel time to the office, additional travel time will be part of the normal workday.

D. For a weekend rotation of two (2) days, all full-time and part-time nurses who are scheduled to work as a .6 FTE or more will be scheduled for one (1) day off between Monday and Friday of the workweek prior to the weekend and one (1) day off between Monday and Friday of the workweek immediately following the weekend. At the time of scheduling, the nurse on rotation may submit requests for particular days off. In the event of a conflict in nurses' selection of days off, seniority will prevail. Extra hours between Monday and Friday resulting from the weekend rotation schedule will be offered first to JNESO members, with non-overtime hours offered first, followed by overtime hours.

E. Employees (except per diems) who are on weekend rotation for two (2) days shall be scheduled to work their entire shift for Saturday and Sunday during the weekend rotation. Per diems shall be assigned time or visits on weekend rotation as needed by the Employer. If scheduled and cancelled on a weekend assignment the

time scheduled shall be counted as their weekend commitment. Programs within the Employer that do not routinely schedule two (2) day weekend rotations (for example, Hospice, CPU) may continue with their scheduling practices. Except as provided herein and in Article 2, section 3, all weekend time will be scheduled on the Nurse's regular shift.

F. Part-time Nurses will receive compensation in money and not in time for overtime work,

Section 6: Holiday Rotations

A. In addition to their regular work, all regular full-time and part-time, full-time flex, full-time and part-time per visit nurses and per diem nurses will work a rotating holiday commitment. Nurses will rotate within their specific programs. There will be a quarterly holiday rotation list. Holiday rotation requests shall be made in accordance with the weekend scheduling procedure set forth in Article 2, Section 5B.

B. The holiday rotation is equitably rotated; no employee shall work the same holiday two (2) consecutive years, unless mutually agreed upon. The maximum holiday rotation requirement shall be three (3) holidays per year per full-time employee and one (1) holiday per year for per diem employees. Part-time nurses will be required to work a prorated holiday rotation based on hours scheduled in accordance with Article 26, Section 5.

C. The holiday rotation Nurse will be on duty from 8:30 a.m.to 4:30 pm except that in the event there are less than two (2) nurses otherwise scheduled in Home Care and one (1) in Hospice to work on a weekend day until 9:00 pm, the Employer will seek volunteers by seniority first to work holiday rotation hours of 1:00 pm to 9:00 pm. In the absence of two (2) Home Care nurses and one (1) hospice

nurse to work on a holiday until 9:00 pm, the Employer may schedule one or two Home Care nurses and one Hospice Nurse to work holiday rotation hours on 1:00 pm to 9:00 pm to be assigned with the quarterly schedule by inverse seniority. If there are two (2) or more cases requiring an 8:30 a.m. visit (i.e., diabetics), the Nurse may commence work at 8:00 a.m., with prior supervisory approval. If the first or last patient's home is beyond the normal travel time to the office, additional travel time will be part of the normal work day.

D. Nurses on holiday calls will be scheduled on their shifts and will be guaranteed two (2) hours. Staff will be scheduled according to patient needs until the time released by the Supervisor. For the additional calls, said Nurse shall be paid at the straight time rate up to forty (40) hours in that work week. Nurses on holiday additional calls will be guaranteed two (2) hours at time and one-half (1.5), or time and one-half for actual hours worked, whichever is greater. Nurses working holidays shall be paid double time and one-half (2.5) for hours worked. If scheduled and cancelled on the holiday assignment, the time scheduled shall be counted as their holiday commitment.

E. If an employee calls out sick or otherwise fails to work on a scheduled holiday, that day shall not be credited to the employee's holiday commitment and the employee shall make up the day(s) by working the missed number of holidays, as applicable.

F. Part-time Nurses will receive compensation in money and not in time for overtime work.

Section 7:

The Employer shall have the right to schedule additional calls between 4:30pm and 9:00pm. Such calls shall be filled by volunteer, who shall be paid at their regular hourly rate for the entire duration