Permanent Day Shifts and Rotating Shifts

**The issue:** Finding the most effective way to schedule nurses and ensure appropriate staffing for night and weekend shifts.

**The proposals:**
- NNU’s proposals seek to double the number of permanent days shifts and make rotating strictly voluntary after a nurse’s orientation period.
- The Hospital Center’s proposal, by contrast, would eliminate the contract’s complex formula that determines the number of day shift positions by unit but keeps in place the guarantee that permanent day shifts will be available. We also have offered to post additional permanent night positions as one approach to limit the number of night shifts that rotating nurses now work.

**The facts:** All acute care hospitals rely on rotating shifts to provide 24/7 staffing and equitably share the burden of working nights and weekends for those nurses who might otherwise choose a day shift. Except for positions on units that operate only during the day, Hospital Center nurses are hired with the expectation that they are required to rotate.

The reality is that under the union’s proposal, *every permanent day shift position we add to our schedule would add additional nights and weekends to the schedule for nurses who do rotate – the majority of our nurses.*

**In our view:** We’ve made an organizational commitment to self-scheduling at the request of the many nurses who want some control over their schedule. NNU’s proposals would undermine that effort. The result would be that nurses with less seniority would have less choice and less flexibility in scheduling.