

# Ask a CNA nurse about... SCHEDULING AND SENIORITY

Administration has stated that you would lose scheduling flexibility with CNA and that every CNA agreement has a strict seniority system for determining time off. These are both untrue. It is the RNs at each facility who decide what they want in their contracts.

## SENIORITY



"In our first contract the nurses weren't comfortable with the concept of seniority so we negotiated maximum unit flexibility. Each individual unit decides how they want to schedule their time off with vacations, holidays and even our overall schedule. We also decided on a rotation policy for call off and floating."

**Elizabeth Pataki, RN,**  
Cardiac Support  
(916) 386-8377  
Mercy General, Sacramento  
(Catholic Healthcare West)

## SELF SCHEDULING



"We are still able to self-schedule on my unit. We can also trade shifts with one another and trade on-call time. After hours we sign up for on-call days. If something comes up, we can trade the day with someone else. Before, and with our CNA contract, we have plenty of flexibility in scheduling."

**Richard Sandness, RN, PACU**  
(916) 933-7734  
Mercy Folsom (Catholic Healthcare West)

## PROTECTING SPECIFIC SHIFTS

"So that I could get my kids to school in the morning and be at home, the hospital gave me a flexible schedule of two twelve hour shifts and an eight hour shift each week. This started well before the CNA election. Our CNA contract was negotiated four years ago and I continue to work my special schedule."



**Nella Manayatay, RN, CSU (949) 394-5385**  
St. Vincent MC, (Daughters of Charity) LA

## GETTING EMERGENCY TIME OFF



"Flexibility is especially important to RNs because many of us have family responsibilities. If an RN calls in on the day of their shift because of a family emergency, the supervisor or another nurse will fill in for them until the regularly scheduled nurse can arrive. Flexibility still works on our unit, and supervisors continue to make special arrangements for us when necessary"

**Sherri Stoddard, RN, Labor and Delivery (805) 528-8809**  
Sierra Vista Regional Medical Center San Luis Obispo, (Tenet)