

PRN
Professional Resource for Nurses

MEMORANDUM

Date: January 12, 2000

To: PRN Bargaining Unit Members

From: Patricia Briggs, RN, PRN President and Chief Negotiator

Subject: Weekend Rotation Assignments

Issues arise when nurses change units or shifts and then complain that their weekend rotations were changed. In an attempt to clarify the issues of weekend rotation and whether an RN has the “right” to a particular rotation schedule, PRN has taken the following position:

1. Weekend rotation is based on unit staffing needs and specific CBA language (re: the maximum weekends an RN is required to work).
2. An RN may be on the “inside weekend” rotation or on the “outside weekend” rotation.
3. When an RN takes a new position (on a new unit or on a different shift), there is no weekend rotation attached to that position. In other words, staffing is not based on the RN working a particular weekend rotation because there has been no RN working in the position.
4. When an RN fills a vacant position (on a new unit or on a different shift), there is a weekend rotation attached to that position, since an RN has been working a particular weekend rotation and her/his rotation affects other RNs’ weekend rotations (due to staffing needs).
5. If an RN comes from another unit or another shift, the other RNs on the unit/shift should not have to change their weekend rotations to accommodate the new RN.

Therefore, the RN joining the unit/shift should be assigned the weekend rotation that the previous RN worked.

6. However, if the new RN wants a different weekend rotation and other RNs on the unit/shift want to change or volunteer to change their weekend rotations, it is between the new RN and the volunteer RN, with the approval of the Clinical Manager. As long as there are volunteers, there is no problem changing weekend rotations.

7. If there are no volunteers to change weekend rotation, the new RN should be assigned the previous RN's weekend rotation.
8. Another situation occurs when there is an imbalance of skills on a particular weekend rotation schedule. For example, if all the qualified charge nurses are on the inside rotation and there are not enough qualified charge nurses on the outside rotation, adjustments may need to be made to existing weekend rotation schedules.
9. The manager has the right to adjust weekend rotations due to staffing/skill needs on a shift. PRN expects the managers to ask for volunteers from the shift to change weekend rotations.
10. If there are no volunteers, the manager can implement changes to the weekend rotations, by changing the weekend rotation of the least senior RN on the shift.

This may entail changing more than one RN's rotation. For example, the least senior qualified charge nurse on the inside rotation and the least senior non-charge nurse on the outside rotation may need to swap weekend rotations.

The purpose of PRN taking this position is that we believe the nurses who are already on a unit or shift should not have to change their weekend rotations to accommodate an RN coming into the unit/shift from another unit/shift. When an RN takes a position, there are working conditions attached to that position, including the start and stop hours, length of shift, etc. Weekend rotation is one of the working conditions.

Because some RNs feel so strongly about which weekend rotation they work, PRN chooses to respect those feelings and the desire of RNs to remain on a specific weekend rotations. When RNs change units or shifts, some changes are inevitably required to staff the unit/shift.

Therefore, PRN supports the mechanism that limits the affect on RNs' weekend rotations resulting from other RNs changing units or shifts. Please remember, RNs can always volunteer to change weekend rotations.

I hope this clarifies PRN's position on weekend rotation changes that result from RNs changing units and/or shifts.