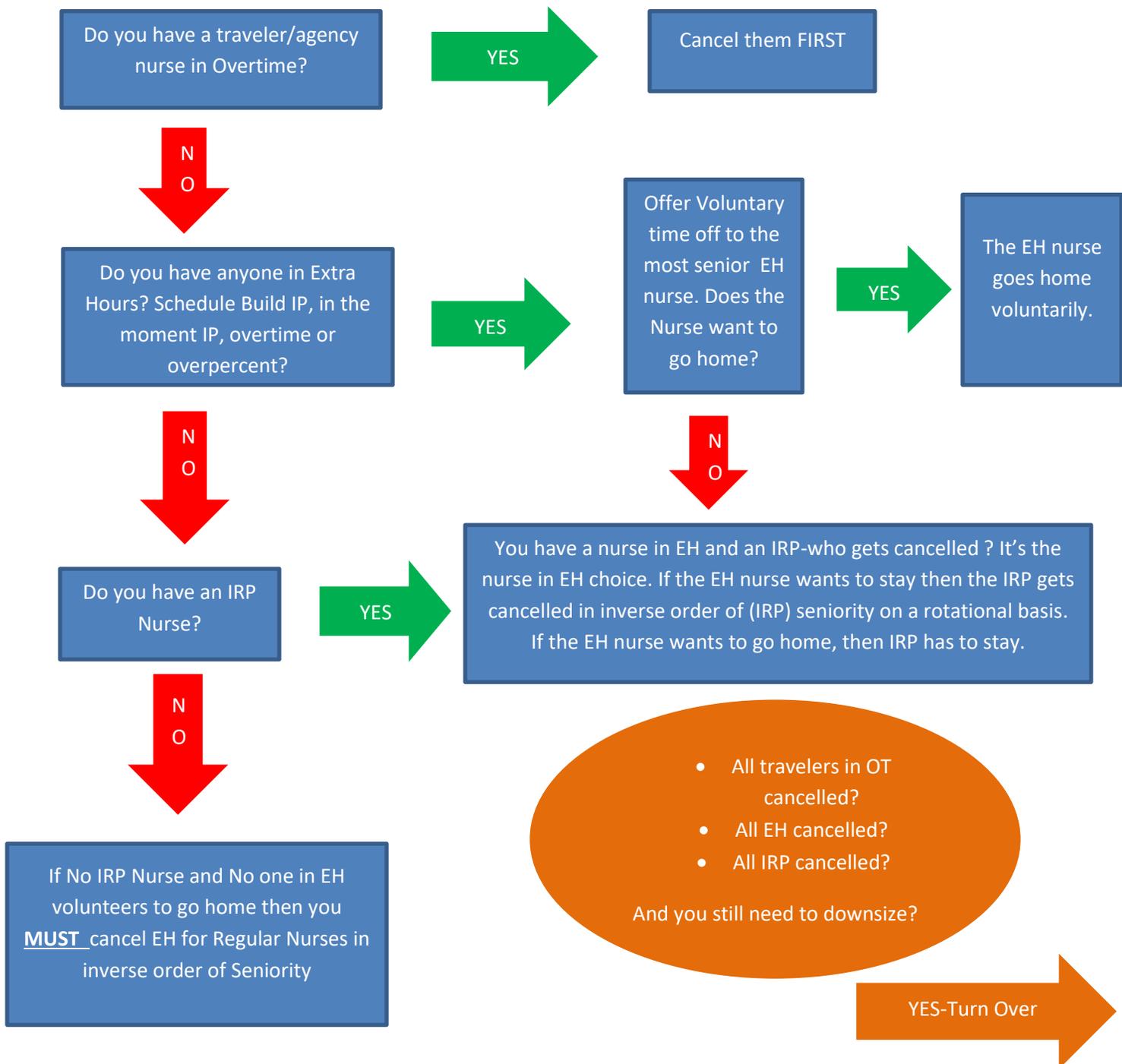


Cancellation Algorithm

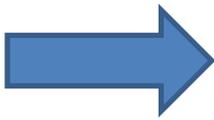


Offer VBT (voluntary Benefit Time) to Regular nurses in order of inverse Seniority on a rotational basis. The Nurse who took VBT the date farthest back will be offered first. Once VBT is granted, that nurses date resets to that day.

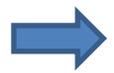
VBT on a HOLIDAY is by Seniority only.

** If more than one nurse was granted VBT and there is a need to have someone come back in, use inverse seniority to bring staff back to the unit if no one volunteers to come back in, nurses are not brought back in to send someone else home**

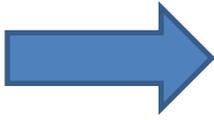
(x low census voluntary)



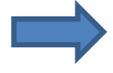
Can you offer VBT in 4hr blocks?



YES



Can you be forced to take VBT?



NO



If you work 7a-7p and take VBT for 4hrs at 11a, do you have to come back at 3pm??



YES



If NO ONE accepts VBT then the Hospital may MANDATE you to stay home.

In order of inverse Seniority on a rotational basis. The Nurse who was mandated home the date farthest back will be mandated home first.

(x low census mandatory)



How many times can you be mandated to stay home in a fiscal year?



3 non – Holiday and 1 Holiday



You must receive 90 min advance notice before the start of your shift; no notice if you're already at work



Can you be mandated to stay home in 4hr blocks?



You are mandated home for the entire shift



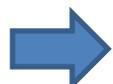
Can you be forced to come back to work?



Unless you mutually agree to be placed in an on call status, then you are required to report to work within 90min, when you are called back into work



If you mutually agree to be placed on call, Do you get on call pay?



YES \$3.50/hr