

SCNSC

SPECIALTY CARE NURSES OF SOUTHERN CALIFORNIA

United Nurses Associations of California / Union of Health Care Professionals

2013



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**TAKE CHARGE:
KNOW YOUR UNION CONTRACT**

Annual Scheduling of ETO Weeks

Contract Language Key Points

- The number of SCNSC members who can be scheduled off on ETO weeks shall be determined jointly by December 31, using LMP principles.
- Current Practice may be used if agreeable to the parties at the department level. If not, use LMP principles to agree on a solution.
- ETO weeks must be submitted in writing to the SCNSC member's immediate supervisor prior to March 1 of each year. Single day ETO requests are done outside this process.
- The approved ETO week schedule shall be posted by March 31 of each year and shall apply from April 1 through March 31.
- ETO weeks shall be granted as requested by the employee if the ETO week is available.
- Any ETO weeks not awarded during the annual ETO week process will remain open and will be awarded on a "first come-first served" basis.
- SCNSC members are not required to find their replacement to cover ETO weeks.

ACTIONS To Take At The Department Level

1. If the SCNSC and management in their department agree to the current ETO week granting process, put it in writing and memorialize the agreement.
2. If your department SCNSC and management are not in a 100% agreement of the ETO week granting process, then work an agreement out using the LMP principles of Interest Based Problem Solving (IBPS)/ Consensus Decision Making (CDM).
3. If after using the LMP principles designed to get a solution that meets the interest of all, no agreement of consensus can be reached, then refer to the default contract language, i.e., granting by seniority.

Main Point

The annual process for scheduling ETO weeks has great autonomy at the department level. All SCNSC need to be trained in LMP Principles including Interest Based Problem Solving and Consensus Decision Making. Get involved and get scheduled. Classes are offered at your facility by contacting the LMP Coordinator.



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