

## **HARD TO FILL HOLIDAY STRAW DESIGN**

According to the 2005 UNAC contract negotiations intent language the RN committee, with assistance from the unit based representatives will determine if the granting of the “hard to fill” days is by lottery system, rotation, seniority, or equitable distribution among the requesting Health Care Professionals.

*UNAC is requesting that the KDRNA RN Committee determine the 2014 process.*

The following days have been determined by joint Labor/Management agreement in the 2005 UNAC contract negotiations as “hard to fill” days:

- **Mother’s Day, Sunday May 11, 2014**
- **Father’s Day, Sunday June 15, 2014**
- **Valentine’s Day, Saturday February 14, 2015\***
- **Halloween, Friday, October 31, 2014\***
- **Day After Thanksgiving, Friday November 28, 2014**

\*For night shift the Valentine’s Day and Halloween Holiday should be on the actual day, not the night before (Example; October 31 not October 30, even though the bulk of the holiday hours for the shift worked are on the 30<sup>th</sup>).

For Mother’s Day, Father’s Day and the Friday after Thanksgiving it would be the night before the Holiday.

During the month of February 2014 the Medical Office and Hospital Nursing staff will be asked to consider if they would like to place their name in a hat for the chance to have any of the “hard to fill” days off for the 2014/2015 vacation request year.

Each RN/NP will have an opportunity to individually and separately submit their name for a chance for as many or few of the “hard to fill” days of their choice. The process will need to be conducted during the month of February; all names must be in by February 28, 2014 in order to be eligible. The names will be selected by mid March at the time vacations are awarded.

Departments will select by lottery using a UNAC labor/management partner the RN/NP for each separate hard to fill holiday in the department. Departments that have 8 or fewer Nurses as the core or minimal staff will get 1 (one) selection per shift. If there are 8 to 16, 2 (two) selections per shift and over 16 RN/NP’s for core staffing or minimal staff there will be 3 (three) names drawn per shift.

Because three of the five “hard to fill” days fall on a Saturday or Sunday, it is possible weekends may need to be changed for the 30 day schedule in order to accommodate the granted time off. The change in weekend schedule should only be done as a last resort in order to staff the unit. It must be done in accordance with UNAC contractual language covering postings of work schedules.

A back up name(s) shall be drawn in the event the RN/NP awarded the “hard to fill” holiday is on leave or no longer in the department on the “hard to fill” holiday date.

