

4:00pm

**Kaleida Health Master Negotiations 2025
Counter-Proposal**

Date Presented: March 11, 2025

**Article 14
Weekend Employees**

Section 1. A weekend employee is an employee hired to work a minimum of twenty-~~three~~~~four~~ (23) hours, ~~or thirty-six (36)~~, or up to **thirty-seven and one-half (37 ½)** hours per week on weekend shifts only, as defined below. Weekend employees may be scheduled to work on the established weekend in the unit/department as follows:

- a.) up to thirteen (13) hour shifts every Friday and Saturday or every Saturday and Sunday; and
- b.) eight (8) hour shifts every Friday, Saturday and Sunday or every Saturday, Sunday and Monday consecutively.
- c.) up to thirteen (13) hour shifts, every Friday, Saturday and Sunday consecutively;
- d.) up to thirteen (13) hour shifts every Saturday, Sunday and Monday consecutively.

Job postings will include the specific sequence of shifts to be worked as outlined in a.) through d.) above.

Section 2. Weekend employees will be paid a premium rate of one and three tenths (1.3) times the base hourly rate for all hours worked on the weekend.

Section 3. Shift differential will be paid in accordance with the terms of Article 20, Shift Differential.

Section 4. Weekend employees under Sections 1(a) and (b) will be entitled to the same benefits as part-time employees. Weekend employees under Section 1 (c) and (d) will be entitled to the same benefits as full-time employees.

Section 5.

- a.) Weekend employees will earn PTO for all hours worked in accordance with the terms for part-time employees. A weekend employee may schedule a maximum of eight (8) weekend shifts of PTO per calendar year. PTO utilized during weekend shifts or PTO time bought out at the end of the benefit year will be paid at the one and three tenths (1.3) premium rate provided they hold a weekend only position at the time of the payout. An employee who accrues more PTO than can be utilized during a calendar year (i.e., eight (8) weekend shifts) must utilize such excess PTO hours during non-weekend days. All PTO utilized during non-weekend days will be paid at the employee's base rate. If the employee has accrued, unused PTO at the end of the benefit year, the employee will be entitled to all of the year end benefit options as outlined in Article 26, sections 26 and 27.
- b.) Weekend employees under Section 1 (c) and (d) will earn PTO for all hours worked in accordance with the terms for full-time employees. A weekend employee may schedule a maximum of twelve (12) shifts of PTO per calendar

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year. PTO utilized during weekend shifts or PTO time bought out at the end of the benefit year will be paid at the one and three tenths (1.3) premium rate provided they hold a weekend only position at the time of the payout. If the employee has accrued, unused PTO at the end of the benefit year, the employee will be entitled to all of the year end benefit options at outlined in Article 26, sections 26 and 27.

Section 6. If a weekend employee works extra hours during the week, he/she will be paid at his/her base rate of pay plus any applicable overtime payment based on that rate.

Section 7. When a holiday falls on a weekend, the weekend employee will be paid the holiday premium in addition to their weekend premium.

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