OFNHP
AFT LOCAL 5017

TENTATIVE AGREEMENT
7/30/2025   6:15pm
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OFNHP Professional Bargaining Unit counter to On-Call

July 30, 2025

On-call usage

This proposal opens Article 2.C.2 to update language scheduling and use of on-call staff

Article 2 – C.2 – Scheduling/Availability

When extra hours are available they will be distributed in the following order: (1) coded employees; (2) seniority/straight time; and (3) seniority/overtime.

On-call employees must be available to work at least three (3) shifts per pay period and two (2) weekend shifts per month, if applicable, except during four (4) weeks of the year when they will not be required to be available.

On call employees shall be available to work on one (1) major holiday defined as Thanksgiving Day, December 25 and New Year's Day.

On call employees shall also make themselves available either the day before or after their chosen holiday.

If an employee offers more than two shifts of availability in a 24-hour period, those shifts will count as one shift of availability for the purposes of this agreement. These requirements may be adjusted and/or waived by mutual agreement. On call staff will be pre-scheduled per departmental guidelines and will not be required to work unless pre-scheduled.

~~On-call employees' availability must match Employer projected needs per six (6) week scheduling period at least 50% of the time (for departments that work weekends, on-calls will include three (3) weekend shifts of availability over a six (6) week scheduling period as part of their 50%).~~

If an on call employee consistently works **at least an average** of 0.5 FTE (20 hours per week) over a period of six months, the employee will be offered the opportunity to be coded into a variable schedule for the hours the employee consistently works and will be eligible for benefits, unless the employee ~~works in multiple cost centers, or are~~ **is** backfilling a leave of absence. In this instance there will be an issue resolution process, if requested.