

Flexibility Matters



Today, employees at Clinica Family Health & Wellness have scheduling flexibility that is rarely seen under a union contract, also known as a collective bargaining agreement (“CBA”). The typical CBA adopts a one-size-fits-all philosophy and rigid rules where the CBA controls most aspects of an employee’s work life.

What could potentially change under a union contract?

- ✓ Working directly with your leader to craft a schedule that fits your needs
- ✓ The ability to switch schedules at the last minute
- ✓ Freedom from rules that use seniority to determine who gets to choose shifts, schedules, open positions, vacation days, and other time off
- ✓ Schedules allowing regular days off
- ✓ Management of Part-time schedules
- ✓ Approving PTO on short notice
- ✓ Flexible PTO during holiday breaks
- ✓ Going up/down FTE
- ✓ Approving PTO in one hour increments instead of requiring PTO to be taken for the full day
- ✓ Granting time off for training, certification courses, or continuing education during peak holiday breaks or seasons
- ✓ Approving last minute time off, leave early or late arrival requests

How might a CBA change our scheduling flexibility?

The process for scheduling shifts, swapping shifts, time off, and assignment of job duties would all be up for negotiations. Preference is usually given for seniority. Union contracts may have strict rules and processes that apply to all and negatively impact flexibility.

Once a CBA is in place, ***your managers cannot violate the rules in the CBA.*** This means you (and your manager) could have less flexibility than you do now to work your schedule, to adjust your schedule, and to take time off around your class schedule, family obligations and other personal considerations.



If flexibility matters to you, do your research about the constraints of working under a typical union contract.