



LAWS OF ALASKA

2010

Source
CSHB 50(FIN)

Chapter No.

AN ACT

Relating to limitations on mandatory overtime for registered nurses and licensed practical nurses in health care facilities; and providing for an effective date.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:

THE ACT FOLLOWS ON PAGE 1

AN ACT

1 Relating to limitations on mandatory overtime for registered nurses and licensed practical
2 nurses in health care facilities; and providing for an effective date.

3 _____

4 * **Section 1.** The uncodified law of the State of Alaska is amended by adding a new section
5 to read:

6 **LEGISLATIVE FINDINGS AND INTENT.** The legislature finds that

7 (1) it is essential that registered nurses and licensed practical nurses providing
8 direct patient care be available to meet the needs of patients;

9 (2) quality patient care is jeopardized by registered nurses and licensed
10 practical nurses who work unnecessarily long hours in health care facilities;

11 (3) registered nurses and licensed practical nurses are leaving their profession
12 because of workplace stresses, long work hours, and depreciation of their essential role in the
13 delivery of quality and direct patient care;

14 (4) it is necessary to safeguard the efficiency, health, and general well-being

1 of registered nurses and licensed practical nurses, and the health and general well-being of the
2 persons receiving care from registered nurses and licensed practical nurses in health care
3 facilities;

4 (5) it is necessary that registered nurses and licensed practical nurses be made
5 aware of their rights, duties, and remedies concerning hours worked and patient safety; and

6 (6) health care facilities should provide adequate and safe nurse staffing
7 without the need for or use of mandatory overtime.

8 * **Sec. 2.** AS 18.20 is amended by adding new sections to read:

9 **Article 5. Overtime Limitations for Nurses.**

10 **Sec. 18.20.400. Limitations on nursing overtime.** (a) Except as provided in
11 (c) of this section, a nurse in a health care facility may not be required or coerced,
12 directly or indirectly,

13 (1) to work beyond a predetermined and regularly scheduled shift that
14 is agreed to by the nurse and the health care facility; or

15 (2) to accept an assignment of overtime if, in the judgment of the
16 nurse, the overtime would jeopardize patient or employee safety.

17 (b) Except as provided by (c) of this section, after working a predetermined
18 and regularly scheduled shift that is agreed to by the nurse and the health care facility
19 as authorized by (a)(1) of this section, a nurse in a health care facility shall be allowed
20 not less than 10 consecutive hours of off-duty time immediately following the end of
21 that work.

22 (c) Subsection (a) of this section does not apply to

23 (1) a nurse who is employed by a health care facility providing
24 services for a school, school district, or other educational institution, when the nurse is
25 on duty for more than 14 consecutive hours during an occasional special event, such as
26 a field trip, that is sponsored by the employer;

27 (2) a nurse voluntarily working overtime on an aircraft in use for
28 medical transport, so long as the shift worked is allowable under regulations adopted
29 by the Board of Nursing based on accreditation standards adopted by the Commission
30 on Accreditation of Medical Transport Systems;

31 (3) a nurse on duty in overtime status

1 (A) who is participating in the performance of a medical
2 procedure or surgery that has begun but has not been completed;

3 (B) because of an unforeseen emergency situation that could
4 jeopardize patient safety; in this subparagraph, "unforeseen emergency
5 situation" means an unusual, unpredictable, or unforeseen situation caused by
6 an act of terrorism, disease outbreak, natural disaster, major disaster as defined
7 in 42 U.S.C. 5122, or disaster emergency under AS 26.23.020 or 26.23.140,
8 but does not include a situation in which a health care facility has reasonable
9 knowledge of increased patient volume or inadequate staffing because of some
10 other cause, if that cause is foreseeable;

11 (C) because the health care facility has a scheduling problem
12 caused by unforeseen weather conditions that prevent a second nurse from
13 arriving at the facility to relieve the nurse on duty; in this subparagraph,
14 "unforeseen weather conditions" means unusual, unpredictable, or unforeseen
15 weather so extreme as to impair travel to the health care facility, but does not
16 include a situation in which the health care facility has knowledge of the
17 weather conditions far enough in advance to act so that a scheduling problem
18 under this subparagraph can reasonably be avoided; or

19 (D) at a health care facility located in a rural community that
20 declares a temporary nurse staffing emergency under AS 18.20.410;

21 (4) a nurse fulfilling on-call time that is agreed on by the nurse and a
22 health care facility before it is scheduled unless fulfilling the on-call time would, in the
23 nurse's judgment, create an unacceptable risk to the physical safety of the nurse, a
24 patient, or an employee of the facility;

25 (5) a nurse voluntarily working overtime so long as the work is
26 consistent with professional standards and safe patient care and does not exceed 14
27 consecutive hours;

28 (6) a nurse voluntarily working beyond 80 hours in a 14-day period so
29 long as the nurse does not work more than 14 consecutive hours without a 10-hour
30 break and the work is consistent with professional standards and safe patient care;

31 (7) a nurse who

1 (A) is employed

2 (i) at a psychiatric treatment hospital that treats only
3 children or at a residential psychiatric treatment center, as defined
4 under AS 18.07.111, that treats only children; in this sub-subparagraph,
5 "children" means persons under 19 years of age who are receiving
6 psychiatric treatment from a hospital or center or who are residing in a
7 center and who were under 18 years of age on the date that the
8 treatment or period of residence commenced;

9 (ii) at a residential psychiatric treatment center as
10 defined under AS 47.32.900; or

11 (iii) at a secure residential psychiatric treatment center
12 as defined under AS 47.12.990;

13 (B) voluntarily agrees to work a 16-hour shift for the period
14 between 5:00 p.m. on a Friday and 8:00 a.m. on the Monday that immediately
15 follows and receives pay and benefits for that work that are equal to or greater
16 than the pay and benefits the nurse would receive for working 20 regular hours
17 in the same position; and

18 (C) during the period described in (B) of this paragraph does
19 not work a 16-hour shift consecutive with another shift of eight hours or more
20 without an intervening break of at least eight hours;

21 (8) the first two hours on overtime status when the health care facility
22 is obtaining another nurse to work in place of the nurse in overtime status, so long as
23 the nurse in overtime status is not on duty for more than 14 consecutive hours.

24 **Sec. 18.20.410. Temporary nurse staffing emergency.** (a) If, after making a
25 substantial and reasonable effort to increase the number of available nurses on staff
26 and failing in that effort, a health care facility in a rural community determines it is not
27 able to meet the overtime limitations in AS 18.20.400 without putting the safety of its
28 patients at risk of serious harm, the health care facility may declare a temporary nurse
29 staffing emergency. A declaration of a temporary nurse staffing emergency under this
30 section

31 (1) must be made in a writing, signed by the administrator of the health

1 care facility or the administrator's designee, that describes the facility's reasonable
2 effort to avoid the temporary nurse staffing emergency; and

3 (2) may not exceed 30 days.

4 (b) Immediately after declaring a temporary nurse staffing emergency under
5 (a) of this section, a health care facility shall file with the division of labor standards
6 and safety, Department of Labor and Workforce Development, a report that includes a
7 copy of the signed writing required under (a) of this section. A report under this
8 subsection is a public document.

9 (c) In addition to the requirements of (a) and (b) of this section, a health care
10 facility shall notify the legislature immediately by delivery of a written report to the
11 Alaska Legislative Council each time the facility declares a temporary nurse staffing
12 emergency under AS 18.20.400(c) that exceeds two occurrences in a six-month period
13 that begins on January 1 or July 1 of the year in which the declaration occurs, or three
14 occurrences in the one-year period that begins on January 1 of that year. A report
15 under this subsection must include a copy of each report that is required of the health
16 care facility under (b) of this section for the one-year period that begins on January 1
17 of the year the excessive declaration under this subsection occurs.

18 **Sec. 18.20.420. Health care facility complaint process for overtime work**
19 **by nurses.** A health care facility shall provide for an anonymous process by which a
20 patient or a nurse may make a complaint about staffing levels and patient safety that
21 relate to overtime work by nurses and to limitations on overtime work by nurses under
22 AS 18.20.400.

23 **Sec. 18.20.430. Enforcement, offenses, and penalties.** (a) The commissioner
24 shall administer AS 18.20.400 - 18.20.499 and adopt regulations for implementing and
25 enforcing AS 18.20.400 - 18.20.499.

26 (b) A complaint alleging a violation of AS 18.20.400 - 18.20.499 must be filed
27 with the commissioner within 30 days after the date of the alleged violation. The
28 commissioner shall provide a copy of the complaint to the health care facility named
29 in the filing within three business days after receiving the complaint.

30 (c) If the commissioner finds that a health care facility has knowingly violated
31 an overtime provision of AS 18.20.400 - 18.20.499, the following civil penalties shall

1 apply:

2 (1) for a first violation of AS 18.20.400 - 18.20.499, the commissioner
3 shall reprimand the health care facility;

4 (2) for a second violation of AS 18.20.400 - 18.20.499 within 12
5 months, the commissioner shall reprimand the health care facility and assess a penalty
6 of \$500;

7 (3) for a third violation of AS 18.20.400 - 18.20.499 within 12 months,
8 the commissioner shall reprimand the health care facility and assess a penalty of not
9 less than \$2,500 but not more than \$5,000;

10 (4) for each violation of AS 18.20.400 - 18.20.499 after a third
11 violation of AS 18.20.400 - 18.20.499 within 12 months, the commissioner shall
12 reprimand the health care facility and assess a penalty of not less than \$5,000 but not
13 more than \$25,000.

14 (d) As an employer, a health care facility violates an overtime provision of
15 AS 18.20.400 - 18.20.499 "knowingly" when the facility is either aware that its
16 conduct is of a nature prohibited by the overtime provision or aware that the
17 circumstances described in the overtime prohibition exist; however, when knowledge
18 of the existence of a particular fact is required to establish that the violation was
19 knowing, that knowledge exists when the facility is aware of a substantial probability
20 of its existence, unless the facility reasonably believes it does not exist.

21 **Sec. 18.20.440. Prohibition of retaliation.** A health care facility may not
22 discharge, discipline, threaten, discriminate against, penalize, or file a report with the
23 Board of Nursing against a nurse for exercising rights under AS 18.20.400 - 18.20.499
24 or for the good faith reporting of an alleged violation of AS 18.20.400 - 18.20.499.

25 **Sec. 18.20.450. Report requirements.** (a) A health care facility shall file with
26 the division of labor standards and safety, Department of Labor and Workforce
27 Development, a semiannual report on a form provided by the department. The report
28 for the six-month period ending June 30 must be filed before the following August 1,
29 and the report for the six-month period ending December 31 must be filed before the
30 following February 1. The report must include, for each nurse employed by the health
31 care facility or under contract with the health care facility, the number of overtime

1 hours worked and the number of hours the nurse was on call. A health care facility that
2 does not employ a nurse who worked overtime hours or who was on call during the
3 reporting period is not required to describe hours worked as overtime and on-call
4 hours for individual nurses but may instead complete the report by stating on the form
5 that there are no reportable hours.

6 (b) A primary care outpatient facility is not subject to the reporting
7 requirements of (a) of this section.

8 **Sec. 18.20.460. Provisions not applicable to nurses employed in federal or**
9 **tribal facilities.** The provisions of AS 18.20.400 - 18.20.499 do not apply to a nurse
10 employed in a health care facility that is operated by

11 (1) the federal government; or

12 (2) a tribal organization as defined in 25 U.S.C. 450b.

13 **Sec. 18.20.470. Notice to employees.** A health care facility shall post and
14 maintain, in places readily accessible to individuals in the service of the health care
15 facility, printed statements that describe employee rights and employer obligations
16 under AS 18.20.400 - 18.20.499 and regulations adopted under AS 18.20.430. The
17 commissioner shall supply the printed statements to a health care facility without cost
18 to the facility.

19 **Sec. 18.20.499. Definitions.** In AS 18.20.400 - 18.20.499,

20 (1) "commissioner" means the commissioner of labor and workforce
21 development;

22 (2) "health care facility" means a private, municipal, or state hospital;
23 independent diagnostic testing facility; primary care outpatient facility; skilled nursing
24 facility; kidney disease treatment center, including freestanding hemodialysis units;
25 intermediate care facility; ambulatory surgical facility; Alaska Pioneers' Home or
26 Alaska Veterans' Home administered by the Department of Health and Social Services
27 under AS 47.55; correctional facility owned or administered by the state; private,
28 municipal, or state facility employing one or more public health nurses; long-term care
29 facility; psychiatric hospital; residential psychiatric treatment center, as defined in
30 AS 18.07.111 or AS 47.32.900; secure residential psychiatric treatment center under
31 AS 47.12.990; juvenile detention facility; juvenile detention home, juvenile work

1 camp, or treatment facility as defined in AS 47.12.990;

2 (3) "nurse" means an individual licensed to practice registered nursing
3 or practical nursing under AS 08.68 who provides nursing services through direct
4 patient care or clinical services and includes a nurse manager when delivering in-
5 hospital patient care;

6 (4) "on-call" means a status in which a nurse must be ready to report to
7 the health care facility and may be called to work by the health care facility;

8 (5) "overtime" means the hours worked in excess of a predetermined
9 and regularly scheduled shift that is agreed to by a nurse and a health care facility;

10 (6) "rural community" means a village or city that has a population of
11 less than 10,000, as determined by the Department of Labor and Workforce
12 Development, and is in

13 (A) the unorganized borough; or

14 (B) an organized borough that has a population of less than
15 25,000, as determined by the Department of Labor and Workforce
16 Development.

17 * **Sec. 3.** The uncodified law of the State of Alaska is amended by adding a new section to
18 read:

19 APPLICABILITY. A health care facility that is required to file reports under
20 AS 18.20.450, enacted in sec. 2 of this Act, shall file its first report before February 1, 2011,
21 for the period July 1, 2010, through December 31, 2010.

22 * **Sec. 4.** AS 18.20.450, enacted in sec. 2 of this Act, and sec. 3 of this Act take effect
23 July 1, 2010.

24 * **Sec. 5.** Except as provided in sec. 4 of this Act, this Act takes effect January 1, 2011.