



Don't Work After Clocking Out!

For Registered Nurse Members of SEIU Local 121RN

More and more nurses are reporting that they are clocking out and then finishing the day's work. They report feeling pressured by their managers to clock out and forego the appropriate over-time pay. **Don't do it!**

By clocking out and working, you are violating the hospital's time-keeping policy and could be disciplined. Employees can be terminated for inaccurate time-keeping. The hospital can also claim that any documentation done off the clock is falsification of medical records, for which you can be fired. You will have a hard time explaining how you were clocked out but still providing patient care. Plus, the hospital's liability insurance and Workers' Compensation Insurance will not cover you if you are working off the clock. This includes breaks and lunches!

There are many reasons you may not be able to complete work before quitting time: lack of support staff on the unit, higher patient acuity, increased patient needs and demands, and increasing amount of required paper work.

At the end of your shift, chart all of the excellent care you provided to your patients. If you are not going to get out on time, notify your manager or director.

You should not be asked to jeopardize your professional and ethical standards in order to provide care. And, you should be compensated for all time worked.



"With increased workloads, charting requirements and lack of support staff, sometimes it takes more than the 8 or 12 hours in a shift to provide and document safe, professional and quality patient care. You should not be pressured to do otherwise. If you are not going to be finished in time, notify your manager. Be sure to document in writing who you notified, the time and their response."

Lorraine Myrick, RN, Peds, Riverside Community



If your supervisor pressures you to clock out and then continue working, contact your shop steward or Union Representative right away.