

Weekend Warrior Program Policy

Effective Date: January 1st, 2026

Approved By: Ssherman

Applies To: Registered Nurses (RNs), Licensed Practical Nurses (LPNs), Certified Nursing Assistants (CNAs), and Medication Technicians (Med Techs)

Facilities Covered: Geneva, Holton, East Troy, Montello, and Edgerton, Ingleside, Fair Oaks

Purpose

The Weekend Warrior Program is designed to improve weekend staffing stability, reward team members who commit to consistent weekend coverage, and ensure continuous, high-quality resident care. This program provides premium hourly pay for employees who commit to structured weekend schedules under one of the program levels described below.

Program Overview

Weekend Warrior positions are available to RNs, LPNs, CNAs, and Med Techs who commit to working scheduled weekend hours between Friday 2:00 PM and Monday 6:00 AM. Participants may work Days, PM, or NOC shifts, and may choose a combination of doubles and single shifts, provided they meet the minimum requirement of 16 hours per weekend. Two participation levels are available:

SELECT – Level 1

- Differential: +\$5.00 per hour
- Schedule Requirement:
 - Must work a minimum of 2 weekends per month.
 - Must work at least 16 hours each weekend (Friday 2:00 PM – Monday 6:00 AM).
 - Shifts may include any combination of Days, PMs, NOCs, or doubles.
- Eligibility for Differentials:
 - Receives shift differentials (PM/NOC) in addition to the weekend premium.
 - Not eligible for the In Lieu of Benefits differential.

PRO – Level 2

- Differential: +\$7.00 per hour
- Schedule Requirement:
 - Must work a minimum of 3 weekends per month.
 - Must work at least 16 hours each weekend (Friday 2:00 PM – Monday 6:00 AM).
 - Shifts may include any combination of Days, PMs, NOCs, or doubles.
- Eligibility for Differentials:
 - Receives shift differentials (PM/NOC) in addition to the weekend premium.
 - Not eligible for the In Lieu of Benefits differential.

ELITE – Level 3

- Differential: +\$10.00 per hour
- Schedule Requirement:
 - Must work 4 weekends in a row, with every 5th weekend off.

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- Must work a minimum of 16 hours each weekend within the period of Friday 2:00 PM – Monday 6:00 AM.
- May work Days, PMs, NOCs, or doubles.
- Eligibility for Differentials:
 - Receives shift differentials (PM/NOC) in addition to the weekend premium.
 - Not eligible for the In Lieu of Benefits differential.

Eligibility Requirements

- Must hold an active license or certification (RN, LPN, CNA, or Med Tech) and be in good standing.
- Must maintain acceptable attendance and performance standards.
- Must adhere to all facility policies, including call-in and attendance procedures.
- Participation is subject to facility staffing needs and management approval.
- Failure to meet attendance, performance, or minimum-hour requirements may result in removal from program.

Compensation Guidelines

- Weekend Warrior differentials are added to the employee's base hourly rate and any applicable shift differentials.
- Weekend Warrior pay does not combine with the In Lieu of Benefits differential.
- Overtime is paid according to standard state and federal wage laws based on hours worked.
- Weekend Warrior positions are not benefit-eligible if designated as part-time under HR classification.

Scheduling & Coverage

- Weekend Warriors are scheduled by facility leadership to ensure appropriate coverage.
- Weekend Warriors may pick up additional weekday shifts at their regular base rate plus applicable shift differentials.
- Weekend Warrior schedules are considered core staffing commitments; consistent attendance is required.

Program Administration

- Participation in the Weekend Warrior Program is voluntary and subject to approval by the Director of Nursing or Administrator.
- The facility reserves the right to modify or discontinue the program at any time based on operational needs.
- Employees removed from the program may reapply after demonstrating improved attendance or performance for at least 90 days.

Acknowledgment

Employees participating in the Weekend Warrior Program must sign a Weekend Warrior Agreement confirming understanding of the program terms, differential pay, and attendance expectations.