

# Weekend Warrior Program Policy

Effective Date: January 1<sup>st</sup>, 2026

Approved By: Ssherman

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**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.
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### 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.