



Your rights under Pennsylvania's Act 102

Mandatory Unscheduled Shifts in Health Care Facilities are Prohibited

Prohibited Shifts

A health care facility cannot require you to work more than an agreed to, predetermined and regularly scheduled daily work shift. You may voluntarily take additional shifts.

Penalties

Violations of Act 102 may be fined at up to \$1,000 per violation.



Learn more about Act 102 at L&I's BLLC page, including how to submit a complaint and FAQs.

On-Call Time

Employers may not use on-call time in place of mandatory additional shifts to circumvent Act 102.

Unforeseen Emergent Circumstances

The health care facility may schedule an additional mandatory shift if:

- there is an unforeseen emergent circumstance;
- the mandatory additional shift is a last resort;
- the health care facility has exhausted reasonable efforts to obtain other staffing; and
- the health care facility provides up to one hour to arrange for family care.

Long Days

If you are required, or volunteer, to work unscheduled time that exceeds 12 consecutive hours, you are entitled to at least 10 consecutive hours of off-duty time immediately following that shift. You can waive this right to off-duty time.

Questions/Complaints

If you feel that your employer has violated Pennsylvania's Act 102, you should file a complaint with the Bureau of Labor Law Compliance.

You can contact the Bureau of Labor Law Compliance at LaborLaw@pa.gov or by phone at 1-800-932-0665. Free interpretation services are available.