

## Pennsylvania Bans Excessive Overtime in Health Care

Effective July 1, 2009, the Pennsylvania "Prohibition of Excessive Overtime in Health Care Act" will go into effect. In summary, the Act, which applies to most public and private acute and long-term health care institutions, prohibits employers from requiring employees to work beyond a "predetermined and regularly scheduled work shift." The Act allows exceptions to the no overtime order in the case of "unforeseeable emergent circumstances." But, "unforeseeable emergent circumstances" do not include vacancies that are a result of "chronic short staffing." Employees may, however, volunteer to work overtime.

Post & Schell, P.C. partners Bill Flannery, Vince Candiello and Paula Sanders have developed a fact sheet in Q & A format addressing the important issues under the Act. If you would like a copy of the fact sheet or have any questions about the new law, please contact Bill Flannery at 717-612-6022, or [wflannery@postschell.com](mailto:wflannery@postschell.com), Vince Candiello at 717-612-6024 or [vcandiello@postschell.com](mailto:vcandiello@postschell.com), or Paula Sanders at 717-612-6027 or [psanders@postschell.com](mailto:psanders@postschell.com).

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