

Alameda Health System/SEIU1021
2024 Successor Bargaining
AHS to SEIU
AHS COUNTER PROPOSAL TO U-23 FLOATING POLICY
Date offered: 6/5/2024

This proposal only applies to the Registered Nurse MOU

Proposal #23 RN Floating Policy

SIDE LETTER OF AGREEMENT #3 – FLOAT POLICY FLOATING POLICY

Purpose: To ensure that qualified licensed staff work in areas in which they are trained and competent to work.

Policy: Nursing Administration is responsible for ensuring safe nursing care by providing staffing based upon patients' needs. The staffing needs of a unit may fluctuate, and readjustment of staff may be necessary to meet and ensure patient care.

Assignment and reassignments (floating) will be made only when necessary to meet base line staffing. Every attempt will be made to keep all staff within their home unit.

In order to meet staffing needs of the patients, staff may be asked to work on nursing units other than their assigned home unit.

It is the policy of the Medical Center that nursing employees will be available for any area of patient care in accordance with competency standards.

In order to maintain skills to work in other areas, floating for the licensed staff will be by the following pods:

Unit Name	Location
Maternal Child Health Family Birthing Center	9 th Floor 4ACT
Medical-Surgical	8 th Floor 7ACT/Tele, 8ACT, 9ACT
Perioperative Services	PACU, Same Day Surgery (operating room staff does not cross-train/float)
Psychiatry	John George
Skilled Nursing and Rehabilitation	Fairmont Hospital

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Intensive Care Unit and Transitional Care Unit <u>Step Down Unit</u>	ICU 4th Floor and TCU (ICU to TCU only) <u>ICU and SDU (ICU to SDU only & SDU to 7 ACT/Tele only)</u>
Trauma	Trauma and ICU (ICU trauma nurse to float to ER to cover ICU patients)
Emergency Department	Emergency Department

To provide competency-based staffing in the most cost-effective manner.

Staff members, who are cross-trained and competent to work areas outside of their pod, may be assigned to other areas. Each unit will be responsible for keeping a "Float-Log" – competency is defined as completing the necessary requirements including orientation to work in a clinical area. Each area has a competency checklist. Once a staff member has a completed competency checklist, it is entered into the staffing computer.

The nurse manager, will work with staff to cross-train qualified members to other units within their scope of practice to ensure safe, competent and qualified nursing care within pods outside of their home unit prior to floating any staff member.

It may be necessary to reassign an employee to a unit other than their primary unit, A list of unit tasks and routines will be maintained on each unit.

If there is more than one staff member trained and able to float out of their pod, floating will be done by rotation.

If an employee being sent to another unit has any questions or concerns about the assignment they may contact the Nurse Manager/Shift Supervisor for an appointment to discuss the assignment. However, the employee will report to the unit as assigned within 10 minutes and begin work. Floating ~~or of~~ regular staff will be done based upon skill level and in rotation. Each nursing unit will maintain a float book to record who floated and when. The employee is expected to comply with Staffing Services/Nurse Manager's direction at all times without exception. Failure to do so will be considered and act of insubordination and disciplinary action will be recommended.

When an assignment is to a unit other ~~then~~ than their primary unit, the employee is to indicate the cost center of the assigned unit on their time sheet in the appropriate column.

~~Prior to floating a regular staff member on a regular shift, all registry travelers, SAN, and staff on extra shifts will be reassigned based upon skill level and competencies.~~

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Floating will be reassigned based upon skill level and competencies. Floating shall occur in the following sequence:

1. Travelers
2. SAN (Rotated by reverse seniority)
3. Extra shifts, including overtime (rotated by reverse seniority)
4. Regular staff (least senior on shift)

Assignments and reassignments are at the discretion of the Nurse Manager/Shift Supervisor based on Overall need. When possible, the Nurse Manager/Shift Supervisor will consult with the charge Nurse when determining floating.


Certified Nursing Assistants (CNA) may be assigned to work outside of these pods. The Charge Nurse or designated licensed staff will be responsible to orient the CNA to the unit.


Floating provides an opportunity for staff to work alternate areas of interest and provides staff with additional learning opportunities.

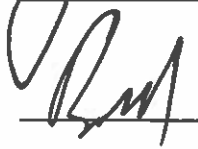
Once a year, Nursing Education will evaluate the need for cross-training programs. Cross training programs will be offered based on need and interest. Cross-training may be required in order to work in areas within the identified pods such as the ICU and Trauma pod.


For SEIU


For AHS











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