11:55 RH VQ and Pass wrap

Kenmore Mercy Hospital Service & Clerical
Communications Workers of America, AFL-CIO, Service and Clerical
2025 Contract Negotiations

Article
Floating

Section 1.   It is understood that if floating is required it will be done as follows:

a.   a list of regular employees assigned to a unit, with less than twenty-five (25) years of seniority shall be developed in inverse seniority;

b.   agency personnel will always float first;

c.   volunteers will float next;

d.   per diem employees will float next;

e.   the least senior employee will then float, with subsequent floating being assigned until all employees with less than twenty-five (25) years of seniority in that job classification have been floated. An employee may be assigned to float for their entire scheduled shift.

f.   when all employees have floated as described in (e.) above, then the employee who has not floated most recently will float;

g.   if an employee volunteers to float, that date shall be credited to the employee.

h.   there will be no shorting of one unit to make the other unit whole **unless there is not an operational need on the shorted unit.**

Section 2.   Newly hired employees shall not be required to float until they have completed their probationary period and/or orientation period and have been off orientation for at least four (4) weeks. However, if the newly hired employee is being precepted, and the preceptor is required to float, the newly hired employee will have the option to float with the preceptor or remain on the unit assigned to another employee.

Section 3.   The reassigned employee must practice within the scope of their competencies. It is understood that an employee will not be given the sole accountability for patients/assignments if the patient/assignment is outside of their competencies.

Section 4.   The reassigned employee will be given a brief orientation by the charge RN to the physical layout, routine of the unit, and required expectations. The charge RN will ensure the assignment given to the float is consistent with their competencies.

TA ⟨en⟩ 10/29/25
TA DIMP 10/29/25