

11/30/2023  
2:50PM

Section 8.14 – Float Differential

- a) The order of float shall be as follows:
- 1) Volunteers;
  - 2) Extra help and per diem;
  - 3) Coded nurses:
    - a. All coded nurses working overtime will float prior to regularly scheduled coded unit nurses;
    - b. All coded nurses working over-code will float prior to regularly scheduled coded unit nurses.
- b) Each nurse shall float within areas as follows at HHS CSCHS-VMC:
1. Medical-Surgical Units (~~1 Medical, 2 Medical,~~ 2 Surgical, 3 Surgical, 4 Surgical, 4 Medical, and 6 Medical)  
Express Admission Unit (EAU)  
~~Admission-Discharge-Transfer (ADT) Nurse~~
  2. Neonatal ICU  
Pediatrics  
Pediatric Intensive Care Unit
  3. Adult Intensive Care Units (IICU, MICU, CCU, SICU, TICU) Burn Unit
  4. Cardiac Cath Lab
  5. Interventional Radiology
  6. 3 Acute Rehabilitation Unit (3ARU)  
4 Acute Rehabilitation Unit (4ARU)  
3 Respiratory Rehabilitation Unit (3RRU)
  7. Labor and Delivery
  8. Family Baby Unit (FBU) ~~Mother Infant Care Center (MICC)~~
  9. Operating Room
  10. Ambulatory Surgery Post Anesthesia Unit (ASPA)
  11. Progressive Care Unit (PCU)
  12. Drug and Alcohol
  13. Psychiatric Inpatient (BAP)  
Emergency Psychiatric Services (EPS)

From: SCCo To RNPA 11/30/2023

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New language is underlined.

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14. Custody Health Services
15. Ambulatory Care Clinics
16. Emergency Department (ED)
17. Renal Care Center/Renal Dialysis Unit
18. Resource Nurse (Rapid Response Team nurse or RRT nurse)
19. Endoscopy
20. Sexual Assault Forensic Examination Unit (SAFE)

c) Each nurse shall float within areas as follows at CSCHSHHS – O'Connor:

1. Medical-Surgical Units (Neurosurgery, Acute Oncology, Infusion Center)
2. ~~Family Services~~Birth Center (NICU, ~~Pediatrics~~, Mother Baby Unit, Labor and Delivery)
3. ~~Intermediate Care Transitional Unit (ICTU)~~Progressive Care Unit (PCU)
4. Post Anesthesia Care Unit (PACU)  
Ambulatory Surgery Unit (ASU)  
Endoscopy
5. Operating Room (OR)
6. Cardiac Cath Lab  
Interventional Radiology (IR)  
Nuclear Medicine
7. Emergency Department (ED)
8. Intensive Care Unit  
Dialysis
9. Rehab (Wound Care)
10. Ambulatory Care Clinics reporting to O'Connor
11. Employee Health reporting to O'Connor, St. Louise and/or Valley Medical Center

d) Each nurse shall float within areas as follows at CSCHSHHS – St. Louise:

1. Intensive Care Unit (ICU)

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Emergency Department (ED)  
Progressive Care Unit (PCU)

2. Medical-Surgical Unit
  3. Surgical Services:  
Intra-Operative  
Pre-Operative  
Special Procedures  
Post Anesthesia Care Unit (PACU)
  4. Maternal Child Health Department (Labor and Delivery (L&D), Maternal Child Health (MCH), Post-Partum)
  5. Wound Care  
Outpatient Infusion
- e) If a float assignment outside like areas is necessary, Management shall attempt to send volunteers from the unit to be floated from prior to making an involuntary assignment. If a coded nurse is required to float outside of one of the like areas, the nurse shall receive one dollar and seventy-five cents (\$1.75) per hour for such assignment. Effective thirteen (13) months after adoption of this Agreement by the Board of Supervisors, the rate shall increase to two dollars and fifty cents (\$2.50) per hour for such assignment. A nurse who requests to float in order to broaden the nurse's experience may put the nurse's name on a list, maintained in the Nursing Office, indicating where the nurse requests to float. In this case, a differential shall not be paid.

Except in emergencies (emergency is defined as unforeseeable circumstances of patient care needs), no nurse will be assigned to an area without having adequate orientation to that area. Adequate orientation will be determined by the Director of Nursing with input from the Nurse Manager, and Staff Developer.

Assignments shall include only those duties and responsibilities for which competency has been validated. Nursing Administration shall ensure that a nurse's competencies for the patient(s) to which the nurse has been assigned are validated within the past twelve (12) months of floating to an unlike area. A registered nurse with demonstrated competencies for the area shall be responsible for the nursing care, and shall be assigned as a resource to the RN who has been assigned to the unlike area and who has not completed competencies for that area.

This Section will not apply when one of the units is temporarily closed.

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- f) The County will make an effort to expand the float pool at Valley Medical Center, O'Connor, and Ambulatory. The County will make an effort to establish a float pool at St. Louise Regional Hospital and Custody Health.
- g) Coded Floats and Resource Nurses will be paid the current differential.

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