

12/4/2023
1:38 PM

RNPA Proposal 27, December 4, 2023 (revised)

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.

Note: In cases where the County has placed any travel/registry nurses on the schedule, such nurses must float before any nurses in categories 1-3 are required to float.

b) Each nurse shall float within areas as follows at **CSCHS** HHS-VMC:

1. Medical-Surgical Units (~~1 Medical, 2 Medical, 2 Surgical, 3 Surgical, 4 Medical, 4 Surgical, and 6 Medical~~)
~~Admission Discharge Transfer (ADT) Nurse~~

2. Express Admission Unit (EAU)

3. Neonatal ICU
Pediatrics
Pediatric Intensive Care Unit

4. Adult Intensive Care Units: **MICU**,
CCU, SICU, TICU, **IICU, Burn Unit**

5. Cardiac Cath Lab

6. Interventional Radiology

7. 3 Acute Rehabilitation Unit (3ARU)
4 Acute Rehabilitation Unit (4ARU)
3 Respiratory Rehabilitation Unit (3RRU)



8. Labor and Delivery
9. **Family Baby Unit (FBU)** ~~Mother Infant Care Center (MICC)~~
10. Operating Room
11. Ambulatory Surgery Post Anesthesia Unit (ASPA)
12. Progressive Care Unit (PCU)
13. Drug and Alcohol
14. Psychiatric Inpatient (BAP)
Emergency Psychiatric Services (EPS)
15. ~~Custody Health Services~~

- 15. Main Jail**

- 16. Elmwood**

- 17. JPD Hall**

- 18. James Holden Ranch**

19. Ambulatory Care Clinics
20. Emergency Department (ED)
21. ~~Renal Care Center/Renal~~ **Hemodialysis & Peritoneal** Dialysis Unit
22. Resource Nurse (Rapid Response Team nurse or RRT nurse)
23. Endoscopy
- 24. Sexual Assault Forensic Examiner (SAFE)**
- 25. Chemotherapy/Infusion Services**



26.VMC Employee Health

c) Each nurse shall float within areas as follows at **CSCHS** HHS - O'Connor:

1. Medical-Surgical Units (~~Neurosurgery, Acute Oncology, Infusion Center, (Ortho, Oncology)~~)
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
Holding Area (pre-procedural cath lab)
5. Operating Room (OR)
6. Cardiac Cath Lab
~~Interventional Radiology (IR)~~
~~Nuclear Medicine~~
7. **Interventional Radiology (IR)**
8. **Nuclear Medicine**
9. Emergency Department (ED)
10. Intensive Care Unit
Dialysis
11. **Dialysis**
12. Rehab (**Outpatient** Wound Care)
13. **Ambulatory Care Clinics**
14. **OCH Employee Health**



d) Each nurse shall float within areas as follows at CSCHS HHS - St. Louise:

1. Intensive Care Unit (ICU)
Emergency Department (ED)
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

6. Outpatient Infusion

7. SLRH Employee Health

8. Progressive Care Unit (PCU)

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)~~ **nine and one half percent (9.5%) of the base rate of pay** 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. **No nurse shall be floated to an unlike area unless that nurse has had their competency for the area to which they are floating evaluated and validated.**

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, with notice to and consultation with the association.

1. 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.~~

- 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.