

DRAFT – 4-3-13

RN Hiring Option Specialty Area Float Pool

The Specialty Area Float Pool is an option designed to provide RN staffing support to each specialty area to meet staffing shortfalls and to cover call-ins.

Program

- The Specialty Area Float RN is one who is hired to work in one clinical service area.
- These nurses will be housed in a separated specialty based cost center and managed by a designated Nursing Director in the specialty area.
- All personnel matters are under the responsibility of a designated specialty area Nursing Director.
- The Specialty Area Float RN can sign up for posted open opportunities in ClairVia for the specialty area.
- The Unit Leader will approve all shifts.

Scheduling Requirements

The scheduling requirements shall mirror the requirements for staff nurses in the specialty. Specific guidelines for each specialty will be established and communicated.

All staff will work the following:

- Minimum of 48 hours per 6 week schedule
- 2 of the three major holidays and three minor holidays

Specific requirements need to be delineated for each service line/department:

- Weekend requirements
- Holiday requirements
- On-Call requirements
- Off Shift requirements

Service Lines:

Cath Lab

EP Lab

Outpatient Clinics

CVRR

Cancer Institute

ED

GI Lab

Peri-Op Services

- OR
- PACU
- ATC
- Endoscopy

- Pre-op Holding

WIS

- L&D
- NICU/5B
- 5D/5F

Experience/Education

- Minimum of 2 years experience
- BSN
- Appropriate certifications for CSA

Pay and Benefits

- The rate of pay will be the same as the current float pool rate
- There will be no benefits associated with this position but the nurse may elect to participate in the Group Health plan paying the full premium.

DRAFT 5-29-13

36 Hour PRN Float Nurse

Program

- This Float Pool nurse is committed to working 36 hours per period
- The RN will float to areas within their scope of practice and as deemed appropriate by the AND for Supplemental Staffing
- Nurses will report to and be managed by:
 - AND for Supplemental Staffing
 - Designated Leader from an individual Clinical area
- The nurse will sign up for shifts in ClairVia
- The approval of all shifts will be by:
 - The CSO Staff
 - Designated Leader form an individual Clinical area

Scheduling Requirements

- Minimum of 3 12 hour shifts per pay period
- Minimum of 4 12 hour weekend shifts per 6 week schedule
- Minimum of 4 12 hour of off shift per 6 week schedule
- Weekend and off shift requirements must be met on different shifts
- 2 of the three major holidays and two (2) minor holidays

Experience/Education

- Minimum of 4 years experience
- Appropriate certifications for CSA

Pay and Benefits

- The rate of pay will be \$50 per hour with the following shift differential
 - Weekday 7P – 7A shift: \$5.00/hr
 - Weekend 7A-7P shift: \$3.00/hr
 - Weekend 7P-7A shift: \$8.00/hr
- There will be no benefits associated with this position but the nurse may elect to participate in the Group Health plan paying the full premium.

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RN Scheduling Option Benefit Opt Out April 3, 2013

Program:

Scheduling Requirement: Work either 36 or 40 hours per week
120 hours unpaid time off per calendar year

Rates: Placement on scale based on credited experience.

Benefit Opt Out Premium: Base rate plus 15% (see chart below)

Shift Differential: Flat rate based on step (same as benefit eligible nurses)

Holidays: Same requirement to work on Holidays as other full-time RNs
Not eligible for holiday pay but will receive 1 ½ hourly rate for each hour worked on a holiday

Health Insurance: Not eligible for Hospital paid health insurance
Must show proof of health coverage from third party, or
May participate in Hospital group plan at 100% RN expense

Other Benefits: Not eligible for Hospital paid:
Income Protection (STD/LTD)
PTO accrual
Life Insurance
Tuition Assistance

BOO RNs are subject to all other terms and conditions of employment as detailed in the CBA.

Implementation Plan:

Point of Hire: Nurses hired in either 40 hour or 36 hour positions will be given an option electing benefits or to opt out of benefits.

Incumbent RNs: During the first 30 days following implementation, incumbent 36 hour and 40 hour RNs can elect to opt out of benefits and participate in this scheduling option by

completing an election form and submitting it to Human Resources. The effective date in this benefits status change will then be effective _____.

Thereafter, 36 hour and 40 hour RNs who can elect to opt in or out of benefits, must complete an election form and submit it to Human Resources. For those electing to opt in to benefits, eligibility for health insurance will be the 1st day of the month following receipt of election form in Human Resources. All other changes will be effective the 1st day of the first full pay period following receipt in Human Resources. Election to opt in or out of benefits can be made once per calendar year.

Step	Rate	Rate + 15%
0	\$ 27.67	\$ 31.82
1	\$ 28.30	\$ 32.54
2	\$ 28.93	\$ 33.27
3	\$ 29.58	\$ 34.02
4	\$ 30.25	\$ 34.79
5	\$ 30.93	\$ 35.57
6	\$ 31.55	\$ 36.28
7	\$ 32.18	\$ 37.01
8	\$ 32.82	\$ 37.75
9	\$ 33.48	\$ 38.50
10	\$ 34.15	\$ 39.27
11	\$ 34.83	\$ 40.06
12	\$ 35.53	\$ 40.86
13	\$ 36.42	\$ 41.88
14	\$ 36.96	\$ 42.51
15	\$ 37.70	\$ 43.36