

Article 15 – Work Preference

Preference for available bargaining unit work shall be given to bargaining unit employees over Agency nurses. Bargaining unit work shall not include preference for individual patient assignments. Agency nurses may be utilized (i) for covering a leave of absence, (ii) for posted, unfilled vacancies until the new candidate has completed unit orientation, or (iii) for unanticipated staffing fluctuations on a temporary basis not to exceed ninety-one (91) days. Agency contracts may be renewed so long as one of the above restrictions remains satisfied. Agency nurses shall not be used to eliminate bargaining unit positions, or to permanently replace or reduce the hours of bargaining unit positions. Prior to utilizing an Agency nurse, the Medical Center will offer the temporary assignment, including leaves of absence, first to per diems as provided in Article 9.