

## Article 21 – Floating

The parties agree that in the interest of patient care all bargaining unit employees assigned to a particular department or unit are properly trained, oriented, and familiar with the general policies and procedures of that department or unit. Therefore, the hospital agrees to restrict the use of floating.

### A. Closed Units

Bargaining unit employees from the following units or combination of units will not be expected to involuntarily float out of those units or combination of units:

- Rehab 1 & Rehab 2
- Psychiatry (Shep 3 South & Shep 6)
- OR and Special Procedures (FA)
- OR (MCHV)
- Surgical Procedures (ACC)
- PACU (FA & MCHV)
- Pre-Op-(F A & MCHV)
- Endoscopy
- PPR
- CVU
- Radiation Oncology
- Shepardson 3
- Shepardson 4
- Mother Baby Unit (Baird 7)
- Baird 3
- Baird 4
- Baird 5
- Baird 6
- GCRC (Shepardson 2)
- SICU/PICU
- MICU
- NICU/NNTS
- McClure 5
- McClure 6
- Birthing Center
- ED
- Dialysis Units (each unit closed)

- Echo Lab
- Stress Lab
- Cath Lab
- EPS Lab
- Interventional Radiology
- IV therapy team
- Advance Practice (in their specialty)
- Community Health Improvement/Wellness
- Miller 3
- Miller 4
- Miller 5
- Miller 6
- Cardiac Research
- Clinics: Practices are closed between Health Care Services (HCS): Medicine, Surgery, Neurology, Women's, Children's, PCIM, Family Medicine, Anesthesia, Radiology and Orthopedic.
- Where clinics involve multiple health care services, bargaining unit members may be required to work in a different service at the same site if they have the qualifications, proper training and current orientation including competencies, to perform the duties.
- The following are exempt from sharing staff within their HCS: Walk-In Care, Children's Specialty, Cardiac Rehab, Outpatient Cardiology (Tilley Drive) and Hematology/Oncology.
- The following locations are exempt from sharing the staff who have been hired prior to July 17, 2006 within their HCS: Aesculapius. For staff hired after July 17, 2006, they may be shared within their respective HCS.
- Employer Health Management & Employee Health

#### B. Filling Staffing Needs

See Article 20A Staffing Adjustments

#### C. Travel

Where assignments include travel between sites, the bargaining unit employee will be paid worked time and mileage costs for such travel between sites (per the standard UVM Medical Center mileage reimbursement rate at the time).

#### D. Assignments

Any bargaining unit employee who floats will take a full patient assignment with an identified resource assigned. No bargaining unit employee shall be given a patient assignment in a

department/unit where he/she does not have the qualifications, proper training and current orientation, including competencies, to perform the duties. Before accepting, the bargaining unit employee shall be told what the assignment would entail. If uncomfortable with floating and accepting an assignment the bargaining unit employee may still volunteer to float as a pair of “helping hands”.

See Article 23 Differentials for floating differential.

#### E. Resource Department

1. Bargaining unit employees from the Resource Department will take a full patient assignment where qualified and assigned.
2. Compensation: All bargaining unit employees who are employed in the Resource Department will be paid the differential set forth in Article 23.
3. Resource Department bargaining unit members will have the ability to receive orientation and training in units, department and clinics in which there is a need.

#### F. Restructuring

If, as a result of restructuring or renaming of units occurs, the closed units will remain as described in section A above, unless agreed to in writing by both the VFNHP and the Hospital.

#### G. Ambulatory Resource Pool

1. Bargaining unit employees from the Ambulatory Resource Pool will take a full patient assignment where qualified and assigned.
2. Compensation: All bargaining unit employees who are employed in the Ambulatory Resource Pool will be paid the differential set forth in Article 23.
3. Ambulatory Resource Pool bargaining unit members will have the ability to receive orientation and training in clinics who utilize the resource pool.