

Article 21 - Floating

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

A. Closed Cost Centers or Areas

Bargaining unit employees from the following cost centers or combination of cost centers will not be expected to involuntarily float out of those cost centers or combination of cost centers.

- CNL (1503)
- CSR (6100 and 6109) - subject to Section F, below
- ED (1053)
- HIM Coding (5300)
- Ophthalmology (2231 and 2247)
- MCHV OR (2218)
- MCHV Surgical Procedures (2212)
- FA OR (2201)
- UVM HealthNet Transport (1900) - subject to Section E
- below
- Professional Coding (5807)
- Sleep Center (1508)
- Renal Services (1458)
- Renal Services (1459)
- Renal Services (1460)
- Renal Services (1461)
- Renal Services (1463)
- Renal Services (1464)
- Respiratory Therapy (1474)
- Pulmonary (1471)
- VCH Pulmonary (1803)
- Pain Management (1104)
- Computed Axial Tomography (1301)
- Diagnostic Radiology (1311)
- Magnetic Resonance (1320)
- Nuclear Medicine (1322)
- Diagnostic Outpatient Radiology (1333)
- Breast Imaging (1334)
- Diagnostic Ultrasound (1342)
- Interventional Radiology (1345)
- Endocrinology (1416)
- Cardiology Non-Invasive (1446)
- MFMS/VPC (Women's) (2018)
- Vascular Surgery (2242)
- Pelvic Medicine and Reconstructive Surgery (2269)
- Dermatology

B. Filling Staffing Needs

See Article 20A Staffing Adjustments.

C. Travel

1. Travel After Reporting to Work

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

2. Travel from Bargaining Unit Employee's Home

- a. Mileage: When a bargaining unit employee works at a location different than her or his regular work location, the bargaining unit employee will be paid mileage equal to the difference between the bargaining unit employee's regular commute and the bargaining unit employee's travel to the different location (per UVMMC standard mileage reimbursement rate at the time).
- b. Travel Time: If the different location is more than 20 miles further than the bargaining unit employee's regular commute, UVMMC will treat all time that is greater than the bargaining unit employee's regular commute as worked time.

D. Assignments

Except as provided in Section E below, any bargaining unit employee who floats will take a full assignment with an identified resource person assigned. No bargaining unit employee shall be given an assignment in a cost center or department where she/he does not have the qualifications, proper training and current orientation, including competencies, to perform the duties. Before accepting a float assignment 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."

E. UVM HealthNet Transport

Except as provided in this section, UVM HealthNet Transport bargaining unit employees will not be required to float to other departments. They will, however, be required to perform work (so long as it is not prescheduled) that is within their skills and abilities in the Emergency Department or the Communications Center. When working in these other cost centers, UVM HealthNet Transport bargaining unit employees will continue to be available to respond to UVM HealthNet Transport business needs per their regular practice. UVM HealthNet Transport bargaining unit employees will not be required to take a patient assignment when working.

F. CSR

Bargaining unit employees in CSR may be required to perform limited duties for the linen and distribution departments to help ensure the provision of excellent service to UVMMC care providers and patients. Such work will be subject to CSR patient care and operational priorities.

G. Imaging Technologist

This article shall not apply to prohibit UVMHC from scheduling Diagnostic Imaging/CT Radiology Technologists to work in any cost center that provides the service of one of their modalities.