

**ARTICLE 7. FLOATING**

~~Section 1 Floating Units or Clusters.~~ Floating will be utilized when patient needs require additional staff. Floating shall be used prior to dock or dock standby, in accordance with patient care needs. Nurses who are working the day as an extra shift at the request of the hospital may request to be docked in lieu of floating. **Floating will not be used to cover anticipated absences (e.g., vacations, sick calls (other than same day sick calls), and approved leaves of absence), unless the Hospital has first made reasonable efforts to backfill the open shift.**

**Specific Unit Exceptions: Any department who takes on-call hours is excluded from mandatory floating.**

~~For purposes of floating assignments, nurses will be part of clinical “units” or “clusters” as follows:~~

- ~~• Medical/Surgical and ICU/Critical Care Unit~~
- ~~• Same-day Surgery, PACU, PAT, and Endoscopy~~
- ~~• Family Birth Center~~
- ~~• Emergency Department~~
- ~~• Surgical Services (OR)~~
- ~~• Infusion Clinic~~

~~Nurses may be floated by the Hospital to work areas within a nurse’s cluster as defined above to provide direct patient care or other duties as assigned, in accordance with Sections 1, 3, and 4. Nurses only shall be floated within a nurse’s cluster if they have completed sufficient cross-training in accordance with Section 4, are qualified and possess the required certifications.~~

~~Section 2 Voluntary Floating. Nurses may be floated to work areas outside of a nurse’s unit or cluster as defined in Section 1 on a voluntary basis only. The nurse will be assigned duties in accordance with Sections 3 and 4. The purpose is to assist with staffing~~

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1 ~~understaffed departments, to decrease the amount of dock standby, and to assist nurses~~  
 2 ~~who have an interest in learning the skills of another department reach their practice~~  
 3 ~~goals.~~

4  
 5 There are three (3) levels of **voluntary** floating:

6 1. **Voluntary** Floating as a sitter/performing CNA duties. No additional  
 7 compensation.

8  
 9 2. **Voluntary** Floating to work in partnership with a nurse from the unit, utilizing  
 10 “Basic Nursing Competencies.” Nurses who have not completed cross-training  
 11 may be assigned based on the “Basic Nursing Competency” list that all nursing  
 12 staff complete on hire (Level 2). This competency list will be reviewed annually  
 13 by PNCC for content and completeness. Updates will be made as needed.

14  
 15 Nurses will be paid an additional **two dollars (\$2.00)** ~~one dollar (\$1)~~ per hour.

16  
 17 3. **Voluntary** Floating to assume a full patient assignment. Only Nurses who have  
 18 completed cross-training **in accordance with Section 4 and possess the floating**  
 19 **unit’s required certifications** may be given a full patient assignment, in  
 20 accordance with patient care needs (Level 3).

21  
 22 Nurses will be paid an additional **ten dollars (\$10.00)** ~~two dollars (\$2)~~ per hour.

23  
 24 **Section 3 Voluntary or Involuntary Floating Competency/Qualification and**  
 25 **Orientation.**

26 A. **Qualification/Competency:** Nurses shall receive patient assignments  
 27 commensurate with their skills and competencies. Nurses must possess floating  
 28 unit’s required certifications. If a nurse feels that they are not qualified for a specific  
 29 assignment, the nurse should indicate the reasons why and give them at the time

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1 of the request to the appropriate charge nurse or appropriate supervisor/manager  
 2 or designee for the record. A nurse may refuse a specific assignment in which they  
 3 do not feel qualified.

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 5 B. Orientation: Nurses shall be floated only to work environments for which they have  
 6 been oriented. For purposes of this section, “oriented” means that the nurse has  
 7 received basic information needed to work on the unit, such as unit layout, location  
 8 of supplies, and essential work protocols. For sitting (Level 1) and Basic Nursing  
 9 Competencies (Level 2), a nurse may be oriented on a unit during the same shift  
 10 that the nurse is assigned to work, as long as such orientation begins before the  
 11 nurse assumes any patient care duties.

12  
 13  
 14 Section 4 Cross-Training. Nurses who are voluntarily cross-trained for a full patient  
 15 assignment (Level 3) must meet the following criteria:

- 16 A. The nurse must receive in depth 1:1 training by training unit’s Charge Nurse or  
 17 Preceptor on unit specific competencies, patient specific competencies, charting,  
 18 required education and obtaining certifications required by the unit.  
 19 B. The minimum timeframe and amount of 1:1 training must be determined by the  
 20 training unit’s Charge Nurses, in collaboration with the unit’s manager.  
 21 C. The Charge Nurse or Preceptor who is cross-training the nurse must sign off on  
 22 the nurse’s cross-training completion and readiness to take a full patient  
 23 assignment.  
 24 D. The Nurse maintains training unit competencies and required certifications to take  
 25 a full patient assignment as determined by the unit’s Charge Nurses, in  
 26 collaboration with the unit manager.  
 27 E. The Nurse works at least four (4) shifts within a six (6) month period upon  
 28 completion of cross-training to maintain unit competencies.

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Application Process: A nurse is eligible to cross-train must be fully competent in their home unit and not have more than a documented verbal warning within the last twelve (12) months. To apply, the nurse shall do the following:

- Submit application to their home unit manager
- Home unit manager will report and submit application to CNO and Cross-Training unit manager
- Nurse should receive response within fourteen (14) days, unless unforeseen circumstances apply
- If nurse is denied, a reason shall be given. If denied due to cross-training unit not having preceptor availability, the nurse shall be put on the unit’s “Waitlist.” Unit’s “Waitlists” shall be available for all nurses to view.
- If nurse is approved, cross-training should begin within six (6) weeks, at maximum. Approval shall be subject to seniority rights first, then nurses who have floated to the cross-training unit and/or have prior experience working in the desired unit, then open to the entire bargaining unit.

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