NEW ARTICLE

SAME-DAY REASSIGNMENT (FKA FLOATING)

1. Same-Day Reassignment Definition

Same-Day Reassignment is when an employee, who is not in a permanent float position, is temporarily required to work their assigned hours at an alternate work site other than their regular work site, but within the same program or division. Same-Day Reassignment will only be used to meet minimal operational requirements.

2. Same-Day Reassignment Procedure

A. Geographic Regions

The County will establish such regions in order to minimize the travel time between employees’ regular work locations and the locations to which they may be required to accept a Same-Day Reassignment. The County will reassign employees within the same geographic region whenever possible. The County will keep the Nurse Employment Relations Committee (NERC) informed with regard to such regions as they exist and are changed, and will take comments and suggestions from the NERC on any proposed changes.

B. Reporting Location, Time and Mileage Reimbursement

Generally, employees who are given Same-Day Reassignment will first report to their regular work site then travel to the alternative work site, and return to their regular work site when released from the alternative work site, and the time travelling to and from the alternative work site will be included in the employee’s regular work hours. However, if the Employee can be notified in advance of the reassignment and requests to report directly to the alternative work site, they will be paid for their full shift as long as their arrival time is no later than thirty (30) minutes after the start time, or if the employee requests to end to end the
shift at the alternative work site, the time spent travelling to and from the alternative work site will not be included in the employee’s regular work hours unless the commute milage is greater than the employee’s commute milage to the regular work site. Employees **reassignment** will be entitled to mileage reimbursement in an amount reflecting the distance between the employee’s regular work site and the work site to which they **are reassigned**, pursuant to Article 16, Section 7(A) of this Agreement.

C. **Orientation**

Employees will receive or have been previously given information needed to work at the location to which they are **reassigned**, including the layout of the location, codes and passwords necessary to do their work, and the location of supplies. Employees will receive orientation appropriate to the location and their assignment, taking into account the employee’s previous experience and familiarity with that location. If during the **reassignment** the employee is asked to perform a task or procedure that the employee does not feel qualified or trained to perform, the employee should immediately ask a supervisor who will assign the employee a different task or procedure consistent with the employee’s skills and competencies.

D. **Rotation**

When feasible, before **reassigning** an employee, the County will seek volunteers; otherwise, employees will generally be **reassigned** out of their regular work location on a rotational basis, starting in reverse seniority order (least senior to most senior), unless the County determines that the skill mix of either work location or patient needs warrant an exception from the rotation. If an employee volunteers **for the reassignment**, that will count as that employee’s turn in the rotation.