MEMORANDUM OF UNDERSTANDING
Separation of Endoscopy from Short Stay
Final Agreement, January 14, 2019

Effective February 3, 2019, the Endoscopy Unit shall be considered a separate nursing unit from the Short Stay Unit / Pre-Admission Testing (SSU/PAT) for all purposes including earned leave, low census, mandatory call, and orientation/floating. After that date, each of the following applies:

1. Call requirements. No SSU/PAT nurse shall be required to take call shifts for Endoscopy. No Endoscopy nurse shall be required to take call shifts for SSU/PAT.

2. Low Census. Endoscopy nurses shall be low censused according to a separately calculated percentage rotation as provided in §12.2. Endoscopy nurses who are low censused may be (a) cancelled, (b) placed on standby, (c) floated to another unit where the nurse is already oriented, or (d) floated to another unit for orientation. For cancellation and standby purposes, Endoscopy will be considered a single pool and a single shift. Points (c) and (d) are subject to the provisions in §16.4.2.

3. Floating to other units: If an Endoscopy nurse is floated to another unit during their normally scheduled shift, they shall be released back to Endoscopy within thirty (30) minute report time when needed in Endoscopy.

4. Effective the date of this agreement, the minimum number of Endoscopy nurses granted leave shall be one nurse per day. The minimum number of nurses granted earned leave for SSU/PAT shall continue to be four nurses per day (see point 5, MOU April 6, 2018, SSU/Endo/PAT). Earned leave is granted by the provisions set forth in Article 10 and the SSU/Endo/PAT MOU dated April 6, 2018.

5. After the deadline for submitting requests, requests for a day off or a shortened shift (e.g., for unanticipated medical or other personal appointments) shall be granted whenever possible per Article 10.4.5 Requests during work period.

6. Start time variation will apply as stated in Appendix B.

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Gary Aguiar, Labor Representative
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1/29/19