

ARTICLE 24 - RESOURCE NURSES

24.1 Position Requirements. To maintain resource nurse status, the nurse must:

- a. **Minimum Required Shifts (MRS):** ~~Provide availability~~ **Work at least 360 hours each fiscal year and for at least** 24 hours per four-week work schedule in the nurse's home unit or as assigned by the nurse's home unit, **provided work is available and the resource nurse is needed. Any such hours worked at the request of the Employer shall count toward meeting the minimum hourly obligation for the month or the year. Shifts worked at the request of the Employer are defined as (1) unfilled shifts to which the resource nurse is assigned prior to the posting of the schedule; or (2) shifts worked at the Employer's request during the posted work cycle.** Hours spent completing mandatory education requirements are not included in these hourly minimums. Nothing in this section shall be interpreted as a guarantee to resource nurses of a minimum number of hours or shifts.
- b. ~~Provide availability for~~ **Work** twelve (12) weekend shifts per fiscal year, **provided work is available and the resource nurse is needed.** ~~Weekend shifts worked for other staff shall count towards the weekend requirements.~~
- c. ~~Provide availability for~~ **Work** two holidays each fiscal year, **provided work is available and the resource nurse is needed** consistent with Section 7.2.2. Implementation of the ~~holiday~~ requirements **to work two holidays** will occur on a unit basis, with the active participation of the UBNPC and the resource constituent group in accordance with Section 7.2.1.h. A primary consideration governing such implementation will be a fair distribution among resource nurses over time of the requirement to work on designated holidays. If the unit to which the resource nurse is assigned requires ~~or offers~~ call coverage rather than working shifts on holidays, then the nurse ~~can~~ **shall** satisfy this requirement by being assigned to a call shift. Holiday hours worked for any reason, ~~including shifts worked for other staff, will~~ count towards holiday requirements if they comply with the unit's implementation plan.
- d. Submit ~~the nurse's~~ availability with the unit scheduler at least two (2) weeks in advance of the posting of the work schedule, **based on the identified needs of the nurse's unit.** The resource nurse must give their availability for at

least the minimum ~~required shifts~~ **hourly obligation** first to the unit/clinic to which the nurse is assigned.

- e. Nurses who are actively engaged in clinical instruction at an accredited nursing school and who maintain satisfactory job performance are exempt from the working requirements of this section.

24.2 Temporary Resource Assignments. Resource nurses may agree to work a temporary assignment of at least two weeks and no more than one year, as designated by the Employer, to cover a leave of absence or posted vacancy on a temporary basis. During such assignment the resource nurse shall be scheduled and curtailed as if they were a regular nurse, but the resource nurse will not be afforded any benefits other than those already identified in this article. ~~Resource nurses in a temporary assignment will have their seniority restored for the duration of that assignment.~~ All resource nurses who agree to work such an assignment will be paid the resource nurse differential for higher number of hours worked, in accordance with the compensation provisions of this article, for the length of the designated assignment.

24.3 Compensation. Resource nurses will be paid in accordance with the rates set forth in Appendix A. Resource nurses are eligible for ~~all the~~ differentials set forth in ~~Article 10 Sections 10.1 through 10.6, 10.10.2 (Specialty Float Pool), and 10.11 (CNI). They are eligible for CNI pay under Section 10.11.~~ Resource nurses ~~(except resource float pool nurses; see Section 10.10.2 10.9.3)~~ shall also be eligible for the following differential pay:

24.3.1 Resource nurses who work thirty-six (36) hours or more in a pay period will be paid a differential equivalent to three percent (3%) of the nurse's straight rate of pay for all hours worked in the pay period.

24.3.2 Resource nurses who work forty-eight (48) hours or more in a pay period will be paid a differential equivalent to seven percent (7%) of the nurse's straight rate of pay for all hours worked in the pay period.

24.3.3 Resource nurses who work sixty (60) hours or more in a pay period will be paid a differential equivalent to ten percent (10%) of the nurse's straight rate of pay for all hours worked in the pay period.

24.4 Educational Leave and Certification Pay. Resource nurses who have worked a minimum of 1,040 hours (including mandatory

education hours and approved paid non- mandatory education hours) in the immediately preceding fiscal year will be eligible for educational leave ~~and certification pay~~ in accordance with the provisions of Sections 21.6 and 21.7, respectively. ~~(The minimum hour requirement for Resource Nurses to qualify for certification pay ends effective the first full pay period following January 1, 2025, per Section 21.7.1).~~

24.5 Seniority. Resource nurses do not accrue seniority, but they shall have previously accrued seniority restored should they return to a position of 0.1 FTE or greater without a break in service **greater than 90 days.** ~~This includes temporary resource assignments.~~

24.6 Canceled and Curtailed Shifts. In the event that the Employer cancels ~~or curtails~~ a shift in accordance with Section 7.12.2, the canceled ~~or curtailed~~ shift will count toward the resource nurse's **MRS minimum obligations** as identified in Section 24.1 above. Only MRS shifts shall be included in the tracking of canceled and curtailed shifts.

24.7 Scheduling. **Resource nurses shall only be scheduled for twenty-four (24) hours per scheduling period on the first draft of the schedule. Once open shifts are identified and offered to all staff on the unit, resources nurses can be scheduled for additional hours according to the order of scheduling.** Resource nurses who are assigned to a shift are subject to the same attendance expectations that apply to regular nurses. Once a resource nurse is scheduled by the Employer, the nurse will be obligated to work that shift and may not be displaced by an FTE nurse giving availability after the schedule is posted. The Employer shall make a reasonable effort to release pre-scheduled resource nurses from their work obligation greater than two (2) hours before the shift, if it appears no work will be available.

24.8 Filling of Positions. Resource nurse positions will be posted according to the specific scheduling needs of the unit. Preference among interested and qualified applicants for resource nurse positions will be awarded on the basis of their length of service on the unit **as an Association represented nurse.** Resource nurses may request a review of the assigned FTE positions in a unit based on their hours worked during the previous four (4) month period. If the director, in consultation with the UBNPC, determines that an increase in FTE within the unit is warranted, a position shall be posted. Hours worked in relief for vacation, sick leave or leave of absence of another nurse will not be considered a basis for an adjustment in unit FTEs.

24.9 Failure to Meet Position Requirements. Should a resource nurse fail to meet the minimum ~~availability requirements~~ **work obligations** as identified in Section 24.1 above, taking into account Section 24.11 below, in any fiscal year, the nurse will be deemed to have voluntarily resigned

and will be removed from the Employer resource nurse roster. The **MRS minimum obligations** shall be prorated during the fiscal year for new hires or for regular nurses moving into a resource nurse position. ~~The Employer will provide resource nurses with quarterly updates on their MRS requirements.~~ **Prior to the end of the fiscal year, the employer will provide** a resource nurse who is not meeting their work/availability requirements **with written notice, will give the nurse at least fourteen (14) calendar days to respond**, and will consider the nurse's reason for not meeting their work/availability requirements before administratively terminating the nurse for not meeting those requirements.

24.10 Interim Positions. Resource nurses will be given the opportunity to apply ~~for to work or job share hours for the entire period associated with~~ interim positions which remain unfilled after house-wide posting. A resource nurse transferring to an interim position will be compensated at an appropriate hourly rate of pay with benefits and will accrue seniority. The nurse may also opt to continue as a resource nurse while assigned to an interim position for all purposes (including compensation), except that the nurse will be treated the same as a regular nurse for the purpose of curtailment or cancellation.

24.11 Vacation Time Off. Resource nurses will be permitted a personal leave of up to two (2) four-week schedule periods each year to accommodate time off for vacation needs. These two periods shall be separated by at least three (3) months, unless otherwise approved by management in its sole discretion, but shall not be unreasonably denied.