ARTICLE X – FLOATING

X.1. Floating within the ~~Medical Center~~ Hospital

a. Techs understand that team support is essential to operational success. Within their classifications and schedules, techs may be floated to support operational needs within their facility as long as it doesn't change their hours or require them to work outside of their classification except under the following conditions:

i. Work out of classification may only be assigned to techs who are appropriately trained and licensed to do the out of class work.

ii. Pay for work assigned out of class shall be paid at the hourly rate that reflects the assigned tech's step in the higher of their own scale or that same step in the scale for the assigned out of class work.

X.2. Floating Outside of Hospital ~~to other Providence Facilities~~.

a. The parties agree that operational need sometimes requires that techs be floated **outside the Hospital to other Providence Ministries** ~~to Providence facilities other than the Medical Center~~ to facilitate patient care and operational need. When the need for **such** floating ~~techs represented by this agreement to other Providence facilities~~ arises, **units will follow their established floating practice and for units without such a practice**, the following shall apply:

i. **If the need arises after the schedule is posted, the** ~~The~~ **Hospital** ~~employer~~ shall seek volunteers for floating to other facilities prior to assigning the duty to any tech.

ii. Techs who are floated between facilities shall receive mileage reimbursement under the **Hospital's** ~~employer's~~ mileage reimbursement policy.

iii. Techs who are floated between facilities shall be paid for time spent travelling between facilities.

iv. Techs shall not be floated to facilities outside of the ~~Medical Center~~ **Hospital** regional area except by mutual agreement between the ~~Medical Center~~ **Hospital** and the Tech.

v. **The provisions of this Agreement shall apply to techs while they float to other Providence Ministries, except that the shift times will be whatever is offered by the other Providence Ministry, and they shall follow the work rules, policies, and direction of the other Providence Ministry.**

Management reserves the right to add, remove, delete, withdraw or otherwise modify this proposal at any time during these negotiations.

X.3. **Floating from other Providence Ministries to Hospital. The parties agree that that operational need sometimes requires that caregivers be floated to the Hospital from other Providence Ministries to work Tech hours. Any caregiver who works such shifts will have the policies and/or CBA from their home ministry apply, except that the shift times will be whatever is offered by the Hospital and they shall follow the work rules, work policies, and direction of the Hospital.**

X.4. **The parties agree that techs working shifts under this Article shall not be grounds to assert a community of interest exists between caregivers at the other Providence Ministry and the bargaining unit covered by this Agreement.**

Management reserves the right to add, remove, delete, withdraw or otherwise modify this proposal at any time during these negotiations.