**Article 22, Section B**

A) “Seniority” shall mean the length of continuous employment as a nurse in the bargaining unit by the Medical Center. Seniority shall terminate upon the termination of employment, except for a nurse who resigns or is laid off from his or her position in the bargaining unit and is rehired within twelve (12) months.

1. **Job Posting.** When the Medical Center intends to fill a general duty staff or Charge Nurse position vacancy, it will post the position vacancy as available only to nurses within the nursing unit for no less than seven calendar (7) days and shall not fill the position during that time vacancy, except temporarily, for seven (7) days beginning with the date when first posted. Staff Nurse Vacancies will be awarded in the following order:

   a) to the most senior Qualified Regular nurse applicant on the unit;

   b) to the most senior qualified Per Diem nurse applicant on the unit;

   c) to the most qualified applicant among all nurses employed at the Medical Center and/or externally, regardless of seniority.

The information provided with such posting will include the unit, FTE, and shift(s). A nurse who desires to fill such vacancy shall submit an application and, if the nurse applies during such seven (7) day period, shall be eligible.

2. The Medical Center will make a good faith effort to include at least one (1) department nurse in the interview process for bargaining unit positions to provide feedback on qualified candidates, provided such participation does not result in overtime or other premium pay. The ultimate decision-making authority resides with the manager.

3. The Medical Center prefers to meet its needs for RNs with employed bargaining unit nurses. The Medical Center will make a good faith effort to first meet its needs with bargaining unit nurses before relying on agency or traveler nurses. The parties recognize, however, that there are circumstances where the Medical Center’s needs for registered nurses must be supplemented with agency or traveler nurses, including but not limited to leaves of absence, seasonal fluctuations, orientation, or labor shortages.

4. There will be a posted bargaining unit position for each posted traveler position within a unit where each guaranteed agency nurses or travelers is being used to perform bargaining unit work other than to fill bargaining unit positions because of any combination of unplanned leaves of absence and known seasonal fluctuations.