

Agreement between PRN and El Camino Hospital

Regional Floating

It is agreed:

1. Patient units listed below are assigned to “regions” for purposes of floating. The regions are:
 - a. 2C – 4A – 4B
 - b. PCU – 3B and 3C
 - c. CCU
2. Floating in the Maternal Child Health complex, Emergency Department, BHS, and Peri-op Services will remain unchanged.
3. Travelers will be expected to float first, and will float as needed to a unit in which they are competent. They will not be subject to the regional floating agreement.
4. Distribution of Patient Care Resources (“float pool”) RNs will remain unchanged. Units that current PCR RNs float to will still be units that they will float to in the future regardless of region assignment. Assigned home units of PCR RNs will remain the same.
5. Floating outside of region:
 - a. Any ECH RN within a region can declare willingness to float outside of their region; to units in which they are competent. Competency will be “grandfathered” based on competency sign off and floating patterns.
 - i. Example: Currently 3B staff float to 4A and 4B, and have been signed off on RN basic and many overlapping competencies. Should a 3B nurse declare willingness to float outside region, they will be allowed to do so based on competencies.
 - ii. Desire to be “cross trained” to float to a unit that the RN did not float to will be assessed on a one-by-one basis through discussion of the involved managers.
 - b. New declarations of willingness to float outside of their region will be accepted by the Staffing Office in the 2 weeks prior to the start of a 4-week scheduling period, with a start date effective at the beginning of a 4-week scheduling period.
 - c. Declarations will be considered open ended, however an RN may submit a written request to revoke their declaration, effective at the end of a 4-week scheduling period.
 - d. Floating outside of region cannot result in bumping.
 - e. Declaration form and revocation form are attached.

6. HC's:

All staffing shortages must be covered, even outside of region (by nurses willing to float outside region) as much as possible before requested HCs are granted.

- a. If a particular region is overstaffed, after all "floating outside region" RNs have been assigned, requested & mandatory HCs will be given in accordance with the PRN CBA.
- b. An RN who has declared "floating outside region" will be given the option to cover a requested HC outside their region, should her/his "home" region be overstaffed, after requested HCs have been granted in accordance with the PRN CBA. If no RN willing to float outside the region to cover requested HCs in another region; then mandatory HC's will be given in accordance with the PRN CBA and PCSS.

7. Changes to this agreement will require a meet and confer between El Camino Hospital and PRN.

ECH Representative

Date: _____

PRN Representative

Date: _____

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Regional Floating

**“Willingness to Float Outside Region”
Declaration Form**

Directions: Please print answers below and fill out form completely.

Name:	
Current Home Unit:	
Current Status:	
Current shift:	
Units outside of region that you are willing to float to:	
Start date of willingness to float (must be the beginning of a 4-week scheduling period)	

Signature: _____

Date: _____

This form is to be turned into the Staffing Office two weeks prior to the desired start date. Please notify your manager that you have agreed to float outside of region.

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Regional Floating Pilot

Revocation of “Willingness to Float Outside Region”

Directions: Please print answers below and fill out form completely.

Name:	
Current Home Unit:	
Current Status:	
Current shift:	
Date of revocation (must be at the end of a 4-week scheduling period)	

Signature: _____

Date: _____

This form is to be turned into the Staffing Office two weeks prior to the desired start date. Please notify your manager that you have revoked your willingness to float outside of region.