BARGAINING UPDATE #8

September 8, 2020	UNITED NURSES AND HEALTH CARE EMPLOYEES OF HAWAII

UNHCEH   UPHI   HI Therapists

New Floating Language Protects Patients & UNHCEH Members

We won important improvements to Patient Care Advocacy and Professional Practice (Article 22) covering floating for all employees in two days of tough bargaining last week.

We established an order for who gets floated first, a log and rotation process to ensure fairness, and float zones for RNs to protect patient safety and RN licenses.

- RN's home unit established as the unit reflected on their job posting

- Float zones established to determine order of who gets floated where based on home unit (see below).

- New language to establish floating based on qualifications and skills

- New section tying floating to federal and state laws and regulations

- New language establishing that RNs shall only be assigned duties for which they have training and validated competency

- New orientees will not float during three month introductory period

- New grads will not float until completing clinical orientation

- New grads will not float for first nine months unless willing

- RN float order established to take volunteers first

- Preceptors won't be floated unless no other available RN meets needed qualifications

- Floated RNs won't be assigned to Charge function unless previously oriented

- Process established to ensure fairness with float log and rotation

- For non-nurse floating, new order established to float contract workers first, then travelers, then per diems.

The Hospital Float Zones are as follows:

Maternal Child	Medical / Surgical	Telemetry	Intensive Care Unit	Surgery Services	ED
L&D	Med/Surg	Med/Surg	Telemetry	GI Lab	ICU
Nursery	Telemetry (M/S Holds)	ICU (Tele Holds)	Med/Surg Units	PACU	
Obstetrics	M/S Holds in other units	Tele Holds in other units	ED	HBV (Pre & Post only)	

Upcoming Bargaining Dates:
September 9, 10, 22, 23

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	1	2	3