

**Article 52**  
**Multi-Site Float Pool**

Section 1. Multi-site float pools may be established between the sites covered by this Master Agreement, for the purpose of providing flexible, competent staff to cover hard-to-fill positions, leaves of absence, census fluctuations and unscheduled absences and to reduce the utilization of external agency personnel. If a determination is made to establish a multi-site float pool, the Employer will provide the Unions with notice and the parties will meet to negotiate the terms.

Section 2. Multi-site float pool positions will be new FTEs and will not be counted as, nor will they replace the regular staff in any department. Multi-site float pool employees will not be hired as flexible employees.

Section 3. When the need to implement a float pool has been determined and the sites the pool employees will float to has been established, the positions will be posted as per Article 53, Job Bidding and Transfers. The positions will be assigned **at to** the appropriate bargaining unit, **and if applicable, evenly distributed amongst the affected bargaining units. and Pool** members will be covered by the contractual provisions of this Master Agreement and that bargaining unit agreement.

Section 4. All Kaleida Health employees will be considered as internal applicants for bidding purposes in this float pool.

Section 5. The multi-site float pool employees will be compensated as per the negotiated salary scales included in Appendices A-F and will receive the following differential in addition to his/her base rate:

|              | <u>Day</u> | <u>Evening</u> | <u>Night</u> |
|--------------|------------|----------------|--------------|
| Clerical     | \$2.00     | \$4.20         | \$6.00       |
| Professional | \$3.00     | \$6.00         | \$7.50       |
| RN           | \$5.00     | \$6.00         | \$7.50       |
| Service      | \$2.00     | \$4.20         | \$6.00       |
| Technical    | \$3.00     | \$4.20         | \$6.00       |

Float pool employees will not receive shift differential in addition to the differentials listed in this Section 5. above.

Section 6. Employees will be afforded the opportunity to indicate their top two (2) site preferences for assignment and every effort will be made to accommodate these preferences; however, employees will be assigned based on competencies and staffing needs. Multi-site float pool employees will not be required to float to more than one (1) site per shift.

Section 7. All employees will receive a full competency based orientation. When the level of care is more acute at one of the sites, employees will serve their clinical orientation at that site.

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**Counter-Proposal**

**Date Presented: June 4, 2025**

Section 8. Individual schedules will be completed per Article 15, Hours of Work and Work Schedules, with a base staff for each shift according to average daily census or workload. Each multi-site float pool will be considered its own "unit" for the purpose of scheduling PTO requests/approvals.

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