

11/4/26

**1199 SEIU United Healthcare Workers East
Mount St. Mary's Hospital
Lockport Memorial Hospital
2026 Contract Negotiations**

**P&T (NURSE)
ARTICLE 11
FLOATING**

If floating is required, the following will apply in addition to the process outlined in Article 23 Floating:

1. A nurse who is floated must practice within the scope of their competencies as per the competency tool utilized by the Hospital and maintained in each nurse's file. It is understood that an employee will not be given the sole accountability for patients/assignments if the patient/assignment is outside of their competencies.
2. An employee who is floated will be given a brief orientation by the Charge RN. The Charge RN will ensure the assignment given to the float is consistent with their competencies.
3. Employees will not float more than once per shift. The exception will be that employees may be returned to their "home" unit.
4. If staffing needs on the unit to which an employee is floated are reduced during the shift, the employee who is floated will be returned to their "home" unit.
5. The Employer will not double schedule a position for the sole purpose of floating one of the scheduled employees out of a unit.
6. An employee who floats will not be required to be in Charge. Prior to a float being assigned charge, "home" unit staff will be given preference for the Charge assignment by equitable rotation.
7. Employees with twenty (20) or more years of seniority will not be required to float. The exception will be where all employees working on the date that floating is to occur have twenty (20) or more years of seniority. In that case, the least senior employee will float with subsequent floating being assigned until all employees have been floated.
8. Nurses in a Residency Program cannot be floated until they are competent to work independently unless they float with their preceptor. Once nurses in a Residency Program are competent to work independently, they may be floated as follows:
 - a. With less than nine (9) months of experience, only to Medical/Telemetry unit when there are no patients on their unit; and
 - a-b. With nine (9) or more months of experience, to any unit they are competent.

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8. Resourcing:

- A. When staffing needs exist in the facility but employees who are competent to take an assignment are not available, employees may be resourced.
- B. If resourced, the employee shall not be required to accept a specific assignment that would include a designated patient assignment but may be assigned to assist other employees in the performance of their patient care activities.

~~9. Perioperative units will only float within their Department, which includes OR, Amb./PACU, Endoscopy and PAT, unless mutually agreed upon.~~

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