

WSNA AND KADLEC REGIONAL MEDICAL CENTER MOU

LOW CENSUS PROCEDURES

WSNA and Kadlec Regional Medical Center agree that Low Census shall be administered as provided below.

Low Census Standby. When there is a low census, nurses may be required to be on standby for the hours of their regular shift. Nurses may also volunteer for standby assignments. The nurse will be advised of the number of hours the nurse is required to be on standby and will be paid Three Dollars and seventy-five cents (\$3.75) per hour standby pay for the hours on standby. On the eight (8) traditional holidays recognized in Article 9.4, nurses who are on call shall be paid Four Dollars and seventy-five cents (\$4.75) per hour on call pay for all such hours. If the nurse is called in from standby, the nurse will be guaranteed a minimum of three (3) hours pay at the overtime rate of time and one-half (1 ½) except that on all holidays the pay shall be double (2x).

Low Census. Nurses who report for work as scheduled and who must leave because of low census shall be paid a minimum of three (3) hours report pay at the straight time rate. The Employer shall continue its efforts to provide at least two (2) hours prior notice of a low census day off. Where skill, ability, experience, competence or qualifications are not overriding factors as determined by the Employer, in consultation with the Charge Nurse, based on relevant criteria, low census days will be assigned to nurses in the following order:

1. Nurses working at the rate of time and one-half who have worked, premium pay or have had the opportunity to work their regular FTE;
2. Volunteers (preference being given to nurses who were on-call during the previous shift); all other requests based on request date
3. Traveling Nurses;
4. Per Diem Nurses;
5. Nurses working above their budgeted FTE;
6. Part-time and Full-time nurses rotated equitably.

Volunteers. A nurse who volunteers for low census will be moved to the bottom of the low census rotation.

Priority for Full and Part-time Nurses. The Staffing Office will make every effort to replace all per diem nurses scheduled for a full shift with a full-time or part-time nurse who has been put on low census status provided that:

- Work is not available on the same day and same shift on other units to which the nurse is oriented.
- The nurse did not request the low census day.

- The nurse makes it known to the staffing office that she/he wants to have more work to replace low census days.
- The replacement days occur in the same pay period that the nurse is incurring low census.
- The full-time or part-time nurse is available and skills, ability, experience, competence or qualifications are not an overriding factor(s) as determined by the Employer based on relevant criteria.
- The full-time or part-time nurse agrees to waive third weekend overtime pay, or less than 8 hour rest between shift overtime pay, if applicable.
- Replacement occurs on the same shift and does not generate any overtime costs.
- Replacement is based on the nurse having lost hours relative to the nurse's FTE status.

Low Census Options. Nurses may choose to use unpaid time off or Paid Time Off to cover low census hours, even when placed on standby. If called in while on standby, the process described in "Low Census Standby," above, shall apply.

Return to Unit. Nurses who are transferred to a different unit due to low census shall be returned to their regular unit as soon as one or more complete shifts are available.

Agreed to on this _____ day of _____, 2020.

By:


WSNA


Kadlec Regional Medical Center