



THE OHIO STATE UNIVERSITY
WEXNER MEDICAL CENTER

OSUNO/OSUWMC Joint Scheduling Task Force: Guidelines on Floating order when Travelers (unit based or float pool) and Float Pool staff are both assigned to a unit.

This statement is intended to provide clarity and certainty for nursing supervisors, nurses, and managers in who floats first when there is a need to downsize staff and there is a float pool nurse and a traveler (unit based or float pool) both working on a unit.

Current Contract Language:

The current collective bargaining agreement Article 11, Section 5 contains the following language:

No Hospital nurse shall be displaced from an assigned unit by an agency nurse in order that the Hospital nurse can be pulled to another unit until the Hospitals have first attempted to assign the agency nurse, if qualified, to such unit and have attempted to fill the vacancy in such other unit from the staff of such unit.

The Scheduling Task Force agrees that all units adopt the following floating procedure:

Floating Procedure: *Please keep in mind that it is not the intent of a Traveler/Agency RN to displace a Hospital Nurse if the unit no longer has a staffing need. For example, if a unit requests a FP RN at 0700 and has another unit RN come in at 1100 (no longer creating a need at 1100), the Traveler RN (unit based or float pool) would be offered up to the staffing office for allocation at 1100 – not the float pool nurse, because once assigned to the unit, the FP nurse becomes part of the unit staff. Unless the FP nurses volunteers to float.*

Nurses, Scheduling Representatives, or Managers with questions about the floating procedure when travelers are present on the unit can contact Scheduling Task Force Co-Chairs Amy Pompeii, Cindy Mack, or Tova Myers.

Approval:
Scheduling Task Force 4/26/2023
LMC 5/3/2023