



COMMUNICATIONS WORKERS OF AMERICA

LOCAL 1168, AFL-CIO



DATE: May 11, 2010

TO: All BGH RN and TCC Members CWA Local 1168

FROM: BGH Area Vice Presidents
Gloria Archie, AVP TCC
Mary Janice Keller, AVP RN
Michele Murray, AVP TCC
Linda Sheehan, AVP RN

What is the true intent of the FLOATING LANGUAGE at BGH?

There have been reported discrepancies in the application of the floating language at BGH in the recent past. The CWA BGH Site Agreements address floating procedures in the event that such incidence must occur. Management has not been consistent with applying the floating language as it pertains to scheduled extra time and/or overtime in several departments.

Floating will be done on a rotating basis. The contract states:

Article BGH/RN #12 and BGH/TCC #12 – Floating –

- 3.) The least senior employee with less than fifteen (15) years seniority will float first, with subsequent floating being assigned until all employees in that category have been floated. In a department where all employees have fifteen (15) years of seniority or greater, the least senior employee will float with subsequent floating, being assigned until all employees have been floated.

There is no existing language in the contract stating employees with scheduled extra time/overtime will float first. Employees who sign up for extra time on their unit are filling a scheduling need for the unit; they are not considered extra staff, but considered scheduled staff.

The Union's position is if a unit's census/acuity changes necessitating a decrease in staff, the unit should follow downsizing language (Article BGH/TCC # 14 – Downsizing) in the site agreements, and to not randomly float staff to another unit which has a scheduling need.

The Floating process has been standardized and substantiated through the grievance process. In the event an employee is required to float, it will be done on a rotating basis as described above, and not by choosing the person who agreed to work extra time.

Please call the Union office if you have questions concerning this process at (716) 816 – 1168.