

ARTICLE 20 – RESOURCE NURSES

Resource nurse will be hired into a unit and shift, and will report to the unit manager.

1. Resource nurses must submit availability for twenty-four (24) hours per four (4)-week scheduling period, pursuant to the process outlined below.
 - a. The twenty-four (24) hours may include any open and posted shifts of between four (4) and twelve (12) hours in length, at the nurse's discretion.
 - b. One (1) of those shifts must be on a weekend (per weekend definition in article V) or, for units with reduced weekend core staffing, a Friday. The
 - c. At least two (2) of the shifts (eight (8) or twelve (12) hour shifts as defined by the unit's core schedule) in a calendar year will be on a holiday (which will be rotated between winter (New Year's Day, Thanksgiving Day, or Christmas Day) and summer holidays (Memorial Day, Fourth of July, or Labor Day)). Holidays worked as the result of a nurse trading a winter holiday for a winter holiday with another nurse and/or trading a summer holiday for a summer holiday with another nurse, with approval of the unit manager, will satisfy the holiday requirement. In addition, if a Resource nurse agrees to work a holiday shift for another nurse (outside of the trades described above) with the approval of the unit manager, that holiday will satisfy the holiday requirement.

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The manager will give consideration to those nurses, if any, who are were denied the ability to take PTO/Vacation, in determining whether to grant approval.

2. Process. - The Medical Center will use the following process to schedule Resource Nurses:
 - a. After scheduling regular nurses, the Medical Center will identify holes (or gaps or open shifts) in the schedule, which may include pending vacation/PTO requests for holidays.
 - b. The manager on a unit will communicate those holes (or gaps or open shifts) to the Resource nurses.
 - c. From among the holes (or gaps or open shifts) in the schedule, a Resource nurse will indicate a minimum of twenty-four (24) hours for which he/she is available.
 - d. If a unit manager/scheduler is unable to identify a list of holes (or gaps or open shifts) in the schedule, each Resource nurse will still submit at least twenty-four (24) hours for which he/she is available.
 - e. The Medical Center will assign shifts to Resource nurses beginning with the first nurse who submitted his/her availability and proceeding in order of the date and time that the nurse submitted his/her availability.
 - f. Regular failure to submit the required minimum availability will result in termination of the Resource nurse's employment.
 - g. Resource nurses who have submitted appropriate availability for

a scheduling period may assume responsibility for shifts of regular staff provided that such assumption does not (a) in the judgment of the Medical Center compromise the skill mix of a shift, or (b) create an overtime or incentive shift.

3. Standby Requirements. - In addition to the provisions above, in those units with required call coverage, resource nurses will provide availability for standby based on the procedure/process determined by the department's scheduling practices, not to exceed the standby requirements applicable to regular full-time and part-time nurses.
4. Newly hired nurses will be placed on the wage scale in accordance with Appendix A, paragraph B.5.
5. After placement on the wage scale in Appendix A (as specified in paragraph 2 and 3), a resource nurse will be paid a differential of four dollars (\$4.00) per hour in lieu of receiving vacation/PTO, EIT, and insurance benefits.
6. Resource nurses will be compensated for standby time as outlined in Appendix A, Section D and subject to the requirements of Art V.H and Appendix D.
7. The extra shift provisions of Appendix A, Section E will apply to resource nurses when a resource nurse works an extra shift of at least four (4) hours, at the Medical Center's request, after having worked thirty-six (36) hours in that same week.
8. The provisions of the Letter of Agreement: Clinical Ladder will apply to a resource nurse only if the resource nurse worked at least one-thousand one-hundred and fifty (1,150) hours in the twelve (12) months

immediately preceding his or her application (initial and renewal) to the clinical ladder program. A Resource Nurse's first two hundred (200) hours not worked due to low census are considered to be "hours worked" for purposes of this Section.

9. Nurses will progress on the wage scale as set forth in Appendix A, Section A, on their respective anniversary dates (which means the seniority date determined by Article XVII, Section A (1)(a) in paragraph 1 above for each resource nurse).

10. Resource nurses who work ~~800, to 1247~~ hours in a calendar year will receive a cash bonus equal to one dollar and fifty cents (\$1.50) for each hour worked as a resource nurse. Resource nurses who work 1248 or more hours in a calendar year will receive a cash bonus of \$2.00 per hour for each hour worked as a resource nurse. These bonuses will be paid following the second full pay period of the next calendar year. The resource nurse must still be employed by the Medical Center when the bonus becomes payable to receive it. The calendar year is defined as the twenty-six (26) pay periods commencing with the pay period that includes January 1st of each year (i.e., 2024: December 31, 2023 through December 28, 2024).

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