

APPENDIX D – ADDITIONAL PROCEDURES FOR SURGICAL SERVICES AREAS

A. Main Operating Room.

1. The department will be staffed twenty-four (24) hours a day, with work schedules designed to provide care as needed. Start times generally are: 7 a.m., 9 a.m., and 11 a.m. on day shifts, 3 p.m. on evening shifts, and 11 p.m. on night shifts. Nurses who have worked continuously in the operating room or the cardiac surgery unit since before January 1, 2000 will not be scheduled to work Sundays (except on standby) without their consent.
2. Main operating room nurses may be assigned to provide operating room procedures in any department or unit.
3. Changes in the assigned days off of part-time nurses may occur (a) when the nurse's scheduled shift or FTE status changes; (b) on a voluntary basis if agreed to by the Medical Center; or (c) in all other circumstances, on the basis of reverse seniority of the part-time nurses on the shift. If a nurse's assigned days off are changed under "c" and a vacancy occurs on the same shift with the same number of days per week within ninety (90) days of the change, the nurse will be given the first opportunity to fill the vacancy. The preceding sentence will not apply to nurses who enter the main operating room on or after January 1, 1994.
4. Except as limited by Subsection 1 above or as the result of volunteers, nurses will rotate to cover weekend shifts, usually not more than once every five to six (6) weeks.

B. Cardiac Surgery Operating Room Nurses.

1. The cardiac surgery operating room unit will be staffed, with work schedules designed to provide care as needed. Nurses who have

Deleted:

Deleted: , 1980,

Deleted:

worked continuously in the operating room or the cardiac surgery operating room unit since before January 1, ~~2000~~, will not be scheduled to work Sundays (except on standby) without their consent. ~~Cardiac surgery operating room nurses will float to other cardiac operations departments and the main operating room, subject to the provisions of Article VIII, and perform prescribed duties as needed.~~

Deleted: 1980

Deleted: ¶

C. Standby Exemption.

1. Main Operating Room Nurses who have been assigned a regular schedule of standby in any of the Medical Center's operating rooms for at least twenty (20) years as an RN or operating room technologist will be exempt from standby if they so choose before the schedule is prepared. If there are problems in covering standby or if the exemption of such twenty (20)-year nurses from standby results in an increase to the required standby shifts of the non-exempt nurses of greater than four (4) call shifts per call rotation schedule (six (6) weeks) over three (3) call rotations periods (eighteen (18) weeks), the Medical Center and Association will meet, upon request, to consider modification of the exemption in order to provide appropriate standby.
2. Nurses working in the Cardiac Surgery Operating Room, Cath Lab, Surgical Services Ophthalmology, Medical Procedures Unit, Pediatrics operating rooms and who have been assigned a regular schedule of standby in the one or more of these units for at least twenty (20) years as an RN or operating room technologist, may, when staffing levels permit, be allowed to be exempt from or to have a reduced required standby obligation on their unit(s). The extent of the reduction or exemption will depend on the number of senior nurses on the unit and the unit's operating requirements, as determined by the Medical Center in collaboration with each unit's staffing committee. It is the intent of

the parties that such reduction or exemption will not cause the other nurses on the affected unit to experience an increased standby obligation of more than one standby shift per standby schedule. The reduction/exemption may be rescinded if core staffing needs cannot be met.

D. Standby Expectations.

1. Nurses on standby will be expected to be able to arrive at work within thirty (30) minutes. Sleep rooms for use during non-working time while on standby are provided for those who want to remain in the Medical Center.
2. Standby hours may be "given away" to qualified staff with the prior approval of the Medical Center.

E. Overtime Waiver.

Registered nurses may waive overtime under Article V, D.2 (or daily overtime under any applicable Nine (9)-hour, Ten (10)-hour, or Twelve (12)-hour Schedule Agreement), by signing a form which provides for replacement of such waived overtime with overtime compensation for all consecutive hours worked in excess of eight (or nine, or ten, or twelve, if applicable, under the Nine-hour, or Ten-hour, or Twelve-hour Schedule Agreements). Such waiver may be revoked upon 30 days' written notice to the Medical Center.

Deleted: Operating Room nurses, and Post Anesthesia Care

Deleted: , when all of the work in the twenty-four (24) hour period is performed in the provision of post anesthesia care,

F. Resource Nurse Standby Requirements.

1. Resource nurses hired on or after February 24, 2010 (the date of the ratification of the Resource Nurse Agreement) shall be subject to the standby requirements of Article V (H)(3). Resource nurses employed prior to February 24, 2010 will not be subject to the standby requirements in Article V (H)(3) but shall continue to fulfill the standby requirements which existed prior to February 24, 2010. This provision applies to resource nurses employed in the Cardiovascular Operating

2-13 ONA Counterproposal Appendix D

Room, Pediatrics Operating Room, Medical Procedures Unit, Surgical Services Ophthalmology, Cath Lab and Main Operating Room. 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.

- a. In addition to F.1, above, resource nurses who have been assigned a regular schedule of standby in any of the Medical Center's procedural areas for at least twenty (20) years as an RN will not be required to take standby in the main operating room.