
ARTICLE 52 LONG TERM AGENCY NURSES

1. The Hospital and Association recognize that the Hospital depends on long term agency nurses to help maintain adequate nurse staffing. For the purposes of this Article a “long term agency nurse” is one who works at the Hospital pursuant to a contract with a staffing agency with a duration of not less than twenty four (24) months.
2. Long term agency nurses, while not covered by the collective bargaining agreement, will be considered part of core staffing and will be required to follow the same staffing and scheduling guidelines (e.g. holiday and weekend rotations) as nurses covered by this Agreement.
3. The Hospital may utilize long term agency nurses as charge nurses, resource nurses, team leader, preceptors and unit educators after current qualified bargaining unit RNs have been offered and turned down the role. If a long term agency nurse is already working in one or more of these roles as of the date of ratification of this agreement, they may continue to do so for the remainder of their agency contract.
4. As set forth in Article 18, long term agency nurses will share low census days with other Hospital nurses. For purposes of Article 27, Reduction in Force, long term agency nurse contracts will be terminated prior to implementing a layoff on a nursing unit.
5. The parties have agreed, whenever possible, the Employer should offer employment to long term Agency nurses as permitted by law. Long term agency nurses who are hired by the Hospital following the expiration of their contract will become part of the bargaining unit and will be given seniority credit of one month for every two months that the Nurse worked at the Hospital as a long term agency nurse within the bargaining unit.
6. If a vacant position has been posted for forty-five (45) days and there have been no qualified applicants, the hospital is able to fill the position with a long term agency nurse. In the event the position is going to be filled by a Long Term Agency nurse, the position must continue to be posted until the Long Term Agency nurse actually arrives. Should another qualified bargaining unit nurse candidate become available prior to the arrival of the Long Term Agency Nurse, the Long Term Agency Nurse assignment will be cancelled or reassigned to another vacancy.
7. The parties have agreed there is a shared goal to reduce the need for long term agency nurses. This topic will be a standing item at the Labor Management Committee.



A handwritten signature in black ink, followed by the date 6/15/20 written below it.