

**AGREEMENT TO AMEND THE MEMORANDUM
OF AGREEMENT BETWEEN THE COUNTY OF VENTURA
AND THE CALIFORNIA NURSES ASSOCIATION**

The County of Ventura (County) and the California Nurses Association (CNA) agree to amend the 2018-2020 Memorandum of Agreement (MOA) covering the period between January 23, 2018 up to and including midnight January 23, 2020 as follows:

1. Exhibit B, "Float Policy", shall be amended to read as follows:

EXHIBIT B

FLOAT POLICY

Floating of registered nurses shall be subject to patient care considerations and staffing needs, and shall consider current skill level needs, qualifications and patient acuity and shall be in compliance with applicable regulations including Title 16 and Title 22.

Nurses shall float in the following order:

- (1) Administrative Unit "Float Pool"
- (2) Volunteers
- (3) IHR
- (4) Per Diem
- (5) Regular Part-Time
- (6) Regular Full-Time

County will attempt to negotiate registry/traveler contracts that comply with this language within six (6) months of the closing of this contract. Upon reaching agreement with registry contractors that allow floating of registry nurses, they shall then become number 3 in this section of the Article.

Effective November 6, 2018, a new Administrative Float Pool Unit shall be created and staffed with the intent of making every reasonable effort to fill said new unit with Nurses who have the competencies necessary to float to multiple specialty units/clusters as defined under this Exhibit and thereby provide additional, needed support and backup. Nurses assigned to the Administrative Float Pool Unit shall be required to float anywhere where there is a need for coverage within the two (2) specialty unit/clusters identified below, including Ventura County Medical Center (VCMC) and Santa Paula Hospital (SPH). Until Nurses assigned to the Administrative Float Pool Unit are given their daily assignment, they will not be considered in any of VCMC or SPH's state mandated staffing ratios. Selection for assignment to the Administrative Float Pool Unit shall be at the sole discretion of the appointing authority or his/her designee.

Registered nurses who are assigned to the Administrative Float Pool Unit described above shall float within two (2) specialty units/clusters as identified below. Units/Clusters are designated as follows:

1. Med Surg/Tele Float Pool: The Medical/Surgery (MS3), Telemetry Units (MS1 & ICU1) & Maternal/Infant Unit (Post-Partum Mother's only)
Admitted patients holding in ED (ED holds)
2. Critical Care Float Pool: Intensive Care Unit, DOU, PACU, IR, Admitted

patients holding in ED (ED holds)

Administrative Float Pool Nurses shall be, where reasonable, filled at the Senior RN classification, and will include float premium pay of \$2.50/ per hour for all hours worked, in accordance with Article 8 (Other Compensable Benefits).

Assignments shall include only those duties and responsibilities for which the registered nurse is qualified.

Registered nurses who float will have completed a float orientation and float competency signed by the nurse and the orienting nurse prior to their first patient care assignment outside their unit. Assignments shall include only those duties and responsibilities for which demonstrated current competencies have been validated.

Orientation of registered nurses to float will occur with an experienced registered nurse of that specific unit. Registered nurses must complete the float orientation and float competency process before they can float.

Registered nurses who are not assigned to the Administrative Float Pool Unit described above shall float within their specialty units/clusters. There shall be no mandatory floating between clusters except in emergencies. Clusters are designated as follows:

1. The Emergency Department
2. Surgical Services
 - The Pre-Anesthesia Department
 - The Surgery Department
 - The Day Surgery Unit/Department
 - The Recovery Room
 - GI Lab
3. Infant and Children Services
 - Pediatrics
 - Neonatal Intensive Care
 - Neonatal Intermediate Care
 - Transitional Care Unit
4. Intensive Care Unit – DOU, DOU-Telemetry
5. The Medical/Surgery (2W, 3W) & Telemetry Unit
6. Maternal/Infant Unit
 - L/D à Transitional Care Unit
 - Post-Partum/Couplet Care, Transitional Care Unit
7. Ambulatory Care
8. Inpatient Psychiatric Unit
 - OPOS Acute Inpatient Care

Rotation of floating will be at the unit level and maintained by the nurse manager.

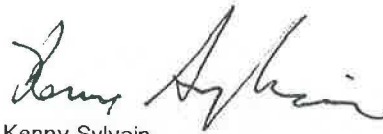
Floating is part of all registered nurse's duties and responsibilities in order to meet patient needs and state mandated staffing ratios. A registered nurse who has completed the float orientation and float competency for that specific unit shall not refuse a floating assignment.

There shall be no double floating, with exception to the Administrative Float Pool Unit. If the nurse volunteers to return to her/his home unit, it shall not be deemed as double floating.

FOR THE COUNTY: FOR CNA:



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