

Local 910 update on 72/80 RN Inpatient tour changes

Tentative start date: 10/9/22

- 1. Which positions in the hospital will be offered the 72/80 compressed tour?**
The only positions eligible for the 72/80 tour will be Title 38 RNs. This alternative tour is part of the **VA handbook 5011** and only includes Title 38. Therefore, LPNs and HT are not eligible for this type of tour at this time.
- 2. How will managers make sure all approved positions will be offered and how will they track this?**
Each approved unit will do self-scheduling and the nurse manager will monitor and ultimately approve each schedule. They will communicate with the timekeeper as well.
- 3. If the compressed tour does not work out, can the RN change it later?**
Yes, this is a voluntary tour. If you try it but you do not like the commitment you are free to go back to your old schedule.
- 4. Alternately can an RN start the compressed tour later?**
Yes, an RN can observe how the process works and if they would like to switch they will be able to do so, after they sign a Statement of Understanding.
- 5. At hire, will the new RN automatically be given this tour, or will they have a choice?**
They will have a choice as it is strictly voluntary. They can begin this schedule after they come off orientation and after they have been assigned a preceptor.
- 6. Will the compressed tour be completely optional to all employees eligible?**
It will be completely optional and voluntary.
- 7. If one nurse out of many decide not to take the compressed tour, does it affect the work groups schedule process?**
It will not affect the work group.
- 8. Union has heard that if one person does not want the schedule, the entire work group does not get the schedule, is this true?**
This is not true. It is up to individuals that are eligible.
- 9. Does the overtime start at the 36th hour worked in the pp?**
Overtime will begin after the 6th 12 hour shift is completed.
- 10. Has management heard that this will eventually be offered to all nurses on the 12-hour shifts, even outside of inpatient?**
At this stage it will only be offered to in patient nurses who work 12 hour tours.
- 11. Has management heard that this will eventually be offered to LPN's and health techs in inpatient on the 12-hour tours?** At this point it is not an option per the VA handbook.

12. We are already short nurses how will this impact staffing?

This will be a learning process as some units will need to have additional support from the other units and initially floating will occur to keep a minimum core staffing on all units. In order for this benefit to succeed all inpatient nursing will need to work together to support each unit.

13. How will floating work?

Floating will work as it always has on each unit. There will not be any changes to the policy but more nurses will float to help all the units be successful.

14. When will retention incentive go away.

We do not know, but our best guess is March 2023.

15. How will OT be decided?

There will be no changes to how OT is awarded. The same process will still be followed for those nurse who would like to earn OT.

16. If you work a holiday will it be double time?

Yes, you will continue to earn holiday pay if you work on the holiday. You will not earn holiday pay if you are not scheduled for the holiday. Holiday pay will not be granted in lieu of the holiday.

17. Is there a plan to allow clinic nurses to join?

No at this stage it is only for in patient nurses who currently work a 12 shift.

18. Will ICU lose critical pay if floating to less critical units?

No, your pay will not change while floating.

19. Will nurses be compensated extra for floating?

No, your pay will remain the same.