

FAQ

Q. HOW WILL SENIORITY WORK UNDER THIS TENTATIVE AGREEMENT?

A. Seniority is your total continuous service as in an OFNHP- or ONA-represented position, starting from your date of hire. If two RNs share the same seniority date, the tie breaker is the date of initial RN licensure.

Q. WHAT HAPPENS IF I LEAVE AND RETURN?

A. If you return within 90 days, you retain your seniority. If you return after 90 days, seniority restarts.

Q. IS MY SENIORITY PROTECTED WHILE ON LEAVE?

A. Yes. Seniority continues during approved medical, military, family, union, and immigration-related leaves.

Q. WHAT IF MY SENIORITY DATE IS INCORRECT?

A. The agreement spells out a process to address errors. If you believe your seniority date is wrong, you report it to your manager, who is required to help escalate and correct it. Updated seniority lists must be published twice a year and shared with the union.

Q. HOW DO POSITION SHUFFLES WORK UNDER THIS AGREEMENT?

A. When a vacancy or open position triggers a shuffle, management must follow a defined and transparent process. The union must be notified, and the shuffle must be posted at least seven days in advance. The posting has to include the FTE, shift, schedule, deadline to express interest, and the date and time of the shuffle.

Interested RNs submit their preferences in writing. The shuffle itself happens in seniority order, with union representation present to ensure the process is followed correctly. The shuffle proceeds in rounds until positions are filled or no one else is interested.

Q. CAN MANAGEMENT SKIP THE SHUFFLE OR CHANGE IT MID-PROCESS?

A. No. If management initiates a shuffle, they must follow the process in the agreement. If a posted position is materially changed, it must be reposted before it can be filled.

FAQ

Q. WHAT PROTECTIONS ARE IN PLACE IF POSITIONS OR HOURS ARE REDUCED?

A. For permanent reductions of more than 30 days, the employer must provide at least 60 days written notice to the union and at least 30 days notice to affected RNs.

Reductions occur in a specific order, starting with agency and temporary staff, then on call and short hour employees, and finally regular employees using reverse seniority order provided that the remaining nurses can perform the work safely. The agreement preserves protections recognizing specialty qualifications and skills.

Q. DO I STILL HAVE BUMPING RIGHTS?

A. Yes. RNs whose positions are eliminated or whose hours are reduced have bumping rights. This allows them to move into one of the least senior comparable positions they are qualified for, or another open position in the region, rather than being laid off immediately.

Q. DID NURSES LOSE SENIORITY PROTECTIONS?

A. No. Seniority remains the foundation for job movement, layoffs, recall, and bumping rights.

Q. DOES THIS AGREEMENT STILL PROTECT SPECIALTY NURSES?

A. Yes. The agreement preserves protections recognizing that specialty expertise, skills, and qualifications matter. This reinforces the principle that nurses are not interchangeable without regard to their training and experience.

Q. DID WE GIVE SOMETHING UP?

A. No. Department seniority was one approach proposed to address specialization. The final agreement preserves the core protection that matters most: ensuring specialty qualifications and expertise are recognized when making staffing and layoff decisions. Seniority remains the foundation of the contract.

Q. CAN MANAGEMENT FLOAT ME ANYWHERE?

A. No. Nurses must be qualified, oriented, and competent to work in any assigned area. The agreement reinforces that nurses must possess the knowledge, skills, and abilities required to perform the work safely. This protects both nurses and patients.