

Tentative agreement (Setis) Bradover 9/11/2023
SRA 1020 AM

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HR
9/11/2023

Santa Rosa Memorial Hospital Proposal to Staff Nurses Association
08/30/23

ARTICLE XIV - PERFORMANCE EVALUATIONS

Each Nurse shall be evaluated at the end of her/his six (6) month probationary period. Additionally, Nurses will receive a 6 month probationary evaluation following their transfer into a position with different competency requirements, i.e. Nurse working on medical/surgical unit transfer to Critical Care. Thereafter, evaluations are to be performed at least annually.

~~Each Nurse hired at Staff Nurse I will be evaluated at the end of her/his six (6) month probationary period. The Staff Nurse I will be moved to Staff Nurse II, Step 1 upon satisfactory completion of the six (6) month probationary period and thereafter shall be evaluated annually.~~

Relief Nurses shall be evaluated on the basis of their performance in their assigned department. Relief Nurses may request to be evaluated by a Manager/Director of another department or departments (maximum of two) where they have frequently floated in order to gain more feedback about their performance. The evaluations will be summarized into one document by the Manager/Director of the Relief Nurse's assigned department. Evaluations done by other department Managers/Directors will be available at the evaluation time for Relief Nurse's review. If there are significant differences in how the same performance criteria are rated, the reasons will be documented on the evaluation for clarification. The Relief Nurse also has the option of discussing differences in performance ratings with the other Managers/Directors that did the additional evaluations.

A Nurse who has transferred/promoted from one bargaining unit position to another bargaining unit position will undergo a ninety (90) day introductory period in the new position. Any introductory period will be extended by the length of any leave of absence. During the introductory period, if the Nurse requests to return to their former position or if the Hospital determines that the Nurse is unsuccessful in the new position, the Hospital will make reasonable efforts to return the Nurse to their former position (including the unit and shift). If the position is no longer available, the Nurse may apply for any openings for which they are qualified. The posting, bidding, and seniority provisions of this Agreement will be followed.

*The parties agree to delete the language in Article IX.F.2 of the CBA.