

**ARTICLE 4**  
**PER DIEM NURSE**

**A. DEFINITIONS**

1. This Article sets forth the terms and conditions of Per Diem Nurse employment. Requirements for maintaining Per Diem Nurse status are established by the University, and may vary at each location. Per Diem Nurses are those employed in University title codes 9119, 9121, 9122 and 9160, and 9114. Per Diem Nurses are neither career nor limited appointment Nurses. Standards of the University's position descriptions must be met as follows:

9119	Per Diem Nurse - Clinical Nurse II
9121	Per Diem Senior Nurse Anesthetist - Senior Nurse Anesthetist
9122	Per Diem Nurse Anesthetist - Nurse Anesthetist
9160	Per Diem Nurse Practitioner - Nurse Practitioner II
9114	Per Diem Home Health Nurse - Home Health Nurse I

Per Diem Nurse work assignments add to or substitute for career and limited appointment nursing staff on a pre-scheduled basis or as needed on a day-to-day basis, as determined by the University. Per Diem Nurses may be scheduled or not scheduled, or called off from a pre-established schedule. Additionally, a Per Diem Nurse's eligibility for scheduling may be discontinued at any time at the sole discretion of the University and without recourse to the grievance and arbitration procedures of this Agreement, except as set forth below in §B.2.

2. Per Diem Nurses are not eligible for benefits under Article 15, Benefits. Per Diem Nurses shall also have access to pre-tax parking programs to the same extent as other bargaining unit employees. Per Diem Nurses are not eligible for paid time off such as vacation, sick leave, holidays, leaves of absence, or educational leave. Per Diem Nurses who qualify for legally protected leaves shall be entitled to such leaves. Per Diem Nurses shall be eligible for the certification differentials as defined in Article 40, § F & G. At the mutual agreement of the University and the Per Diem Nurse, their Per Diem Nurse status may be temporarily held in abeyance. The University will not unreasonably deny a Per Diem Nurse's request that their status be held in abeyance for family care purposes.

**B. COVERAGE**

1. Per Diem Nurses are covered by the following Articles of this Agreement: Article 1 - Recognition; Article 4 - Per Diem Nurse; Article 5 - Nondiscrimination in Employment; Article 7 - Practice Committee; Article 8 – Staffing; Article 11 - Work Rules; Article 12 – Performance Evaluation, §A., D., F.; Article 13 - Job Posting; Article 14 – Hours of Work, §A., B., C.4, D., E., G., H., I., J., K., L.; Article 16-Health and Safety; Article 29 – Association Rights; Article 30 – Association Payroll Deduction For Union Dues and Agency; Article 31 - Nurse Lists and Distribution of Materials; Article 32 - Leaves of

Absence for Union Business; Article 33 - Management Rights; Article 34 – Indemnity; Article 35 - No Strikes; Article 36 – Severability; Article 37 – Waiver; Article 38 – Duration; Article 39 - Release Time for Bargaining; and the related portion of Article 40 – Compensation. Per Diem Nurses and Special Per Diem Nurses may use the grievance and arbitration procedures of this Agreement only with respect to alleged violations of those Articles by which they are covered.

2. **Special Per Diem Rights**

- a. Any Per Diem Nurse who (i) has worked 1000 hours (750 hours for Student Health Center Per Diem Nurses), exclusive of overtime hours, in the preceding 12-month period and (ii) complies with minimum scheduling requirements, shall have Special Per Diem Rights. Such Per Diem Nurse shall have access to Articles 26, 27, and 28 and shall not be subject to discipline or removal from scheduling without just cause.
- b. In addition to Special Per Diem Rights obtained in B.2.a. above, any Per Diem Nurse who (i) has worked 2,000 hours in the bargaining unit, exclusive of overtime hours, and five (5) years in the bargaining unit (ii) complies with minimum scheduling requirements, shall have Special Per Diem rights. Such Per Diem Nurses shall have access to Articles 26, 27, and 28 and shall not be subject to discipline or removal from scheduling without just cause.
  - 1) In addition to Special Per Diem Rights obtained in B.2.a. above, a career Nurse who moves from career to per diem status in their current unit, will have all time worked in that position credited toward completion of the requirements of B.2.b.
  - 2) In addition to Special Per Diem Rights obtained in B.2.a. above, a career Nurse who moves from career to per diem status to a new unit, and meets the requirements of B.2.b., must work a minimum of twelve (12) months in the new unit before attaining Special Per Diem rights.

C. **REPORTING**

1. **Requirements** – The campus/Laboratory shall notify the Per Diem Nurse of the unavailability of work in advance of their scheduled report time by telephoning the Per Diem Nurse at the Per Diem Nurse's last known telephone number. It shall be the responsibility of the Per Diem Nurse to inform the University of any change of telephone number.
2. **Reporting Pay/Work** – A Per Diem Nurse who reports for work as scheduled without receiving prior notice that their assignment is not available, shall perform any nursing work to which they/he may be alternately assigned by the University, for the duration of the assignment. If no alternate work is available, the Per Diem Nurse shall be paid two (2) hours pay in lieu of work. In the event that the University has made reasonable attempts to notify the Per Diem Nurse of the unavailability of work, or where the Per Diem Nurse has not called in to verify the availability of work when required to do so, work or pay need not be provided.

**D. PROFESSIONAL DEVELOPMENT**

1. Per Diem Nurses are encouraged to pursue professional development and education in relation to their career in health care.
2. Per Diem Nurses shall be reimbursed for the costs of educational programs which are required and approved by the University. Time spent in such educational programs shall be considered time worked.
3. A Per Diem Nurse shall pay the same fees as other Nurses at their campus/Laboratory for Continuing Education in Nursing courses sponsored by University hospital departments at their location.
4. A Per Diem Nurse may request paid educational leave from their Nurse manager.

**E. CONVERSION CREDIT ON HIRE INTO CAREER STATUS APPOINTMENT**

1. Per Diem Nurses who have worked at least sixty (60) shifts in the six (6) months immediately prior to receiving a career appointment in the same area, will have three (3) months credit applied against the continuous service requirement for completion of the probationary period. Further, evaluations conducted during Per Diem status, or other information obtained by University management, may serve in lieu of the three (3) month probationary period evaluation. Unit-based Per Diem Nurses who have worked at least seventy-two (72) shifts in the nine (9) months immediately prior to receiving a career appointment in the same unit, will not be required to serve a new probationary period.
2. A Per Diem Nurse who converts to career status will receive seniority credit for per diem service only to the following extent. After conversion to career status, the Nurse's date of hire for seniority purposes will be adjusted according to the number of hours worked as a per diem as a percentage of full time service based on 2088 hours per year. However, the period of per diem service to be considered will be limited to twenty-four (24) months prior to the date of conversion. (For example: Total Per Diem Hours divided by 2088 hours equals \_\_% multiplied by 365 days equals the days of seniority adjustment.)

**F. PREMIUM PAY FOR WORK ON SPECIFIED HOLIDAYS**

A Per Diem Nurse who works on Thanksgiving Day, Christmas Day, New Year's Day, Fourth of July, Labor Day, Memorial Day, Martin Luther King Jr. Day, December 24 shall be paid at the rate of time and one-half (1 ½ X) the regular rate of pay for the hours actually worked.

**G. WORKERS' COMPENSATION**

A Per Diem Nurse who is injured on the job may apply for Workers' Compensation.

**H. PER DIEM RIGHTS (UCSF only)**

In addition to the rights guaranteed to Per Diem Nurses under this Article, Per Diem Nurses hired from UCSF Stanford in connection with the dissolution of UCSF Stanford Health Care clinical operations shall be granted just cause as defined in Article 26, and enforcement of the right in Articles 27 (Grievance Procedure) and 28 (Arbitration) for the duration of this Agreement. A Nurse who does not meet the minimum scheduling commitment shall not have access to Article 26, Corrective Action, Discipline, and Discharge, and may be released at the sole non-grievable discretion of the University.