

Miami-Dade County, Florida/Public Health Trust and
Service Employees International Union Local 1991
Negotiations
Union Proposal
October 1, 2026

RN CBA

**ARTICLE XVIII – REASSIGNMENT, LAYOFFS, RECALL AND
REEMPLOYMENT RIGHTS**

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SECTION 1. REASSIGNMENT PROCEDURE

If it becomes necessary to reduce FTEs in a unit, the hospital will first seek volunteers in the unit. If there is an insufficient number of volunteers, affected nurses will be reassigned in inverse order of hospital-wide seniority in the classification to meet the need, consistent with the following reassignment procedure.

- A. Meeting dates will be scheduled with the Sr. Vice President, Chief Nursing Executive, the Director of Patient Care Services, Labor Relations and the Union to discuss the reassignment.
- B. Available positions on the appropriate list(s) will be frozen.
- C. The Employer will notify the Union, in writing, of the affected unit(s) the affected nurses by name, hospital-wide seniority date by classification; the appropriate available positions in the affected classification and the effective date of reassignment.
- D. The number of volunteers in the affected classification(s) accepted from each affected unit(s) will not exceed the number of FTEs being reassigned from that unit. If there are more volunteers than needed, volunteers will be reassigned in order of seniority.
- E. The reassignment process will generally be completed within two (2) weeks of notification to the employee(s).
- F. Hospital-wide seniority in the classification(s) will prevail in the selection of the available positions on the appropriate list(s), whether voluntary or involuntary.
- G. The unit seniority of the affected nurses shall be maintained and merged into one unit seniority list. Any shift selections or vacation scheduling in accordance with the Collective Bargaining Agreement will be based upon the merged seniority. Reassigned employees, whether voluntary or involuntary, will be entitled to maintain their hours worked in a pay period, such as 3/3, 3/4, 2/2, etc.

- H. This procedure will not be used in the layoff procedure of the collective bargaining agreement

For the PHT

For the Union