



Bronson Travel Staffing

Frequently Asked Questions

Why is Bronson starting this program?

We would like to stabilize staffing across the system by attracting additional staff such as RNs that left to travel, current travelers within the system and new experienced candidates. We also know we have current employees who would like flexible assignments that provide higher base pay and fewer benefits. Bronson Travel Staffing (BTS) combines the features of travel nursing with the security of working within the Bronson system. This means travel staff can comfortably take on new assignments and grow their professional skills while maintaining a sense of continuity and familiarity.

What are the details of a travel staff position with Bronson?

Individuals in this role will be expected to work three 12 hour shifts per week, including every other weekend and holidays. There will not be scheduled overtime. To begin the program, wages will be set at \$70 for day shifts worked and \$90 for night shifts worked per the contract. This will be evaluated every month based on the market. While there is a premium pay rate for a travel position, it is not eligible for bonuses, weekend and holiday differentials, mileage, special service pay or PTO. The exception is PTO accrual for MPMLA which is state required.

What will the assignments look like?

Travel staff will have a 4-week schedule with the expectation to rotate across the system in 2-week assignments. All four hospitals and Bronson Commons are included in the Med/Surg rotation. Travel staff will be expected to assimilate into the unit and take a 'routine' unit assignment. Once in a department for a 2-week assignment, the travel RN will be the first to float/cluster to other areas as needed. Float/cluster may occur within or outside the competency group. Competency appropriate assignments will be given. Due to ineligibility for incentive pay, this position will not be required to be placed on standby. Voluntary LCD will be unpaid; involuntary LCD will be paid at 50%.

How is this different than the float pool?

Unlike the float pool which is assigned on a shift by shift basis, travel RNs will be assigned for a 2-week period to a specific unit within the system. Travel assignments will be based on vacancy rates throughout the system (by department) and patient acuity. Due to the premium pay, this position is not eligible for mileage.

Is there a limit on the number of Bronson RNs that can move into the program?

Yes. Of the initial 30 RN travel staff positions posted, only half may be filled by current employees. The main purpose of this program is to support our patient care teams by attracting external experienced nurses. However, we recognize this role may be attractive to some current employees who desire more flexibility. The transition timeline for internal hires would not be longer than four weeks.

What about time off?

This position is not eligible for PTO, so any time off will be unpaid. Bronson Travel Staffing employees will be able to take five (5) pre-scheduled unpaid days off. Requests for time off are expected to be submitted at least 30 days in advance. Time off will be approved by BTS leaders Michelle Link and Jacquelyn Maher.

Staff who are internal transfers into this program will only maintain a PTO balance to cover MPMLA. Any previously approved PTO requests will become null. A new request for time off will need to be submitted to BTS leaders. While efforts will be made to honor previously approved time off, it is not guaranteed.

