



Frequently Asked Questions

GENERAL STRIKE/JOB ACTION ASSIGNMENT INFORMATION

Who is the ideal candidate?

Those applying should have at least 2 years of experience in the specialty in which they would like to work.

Ideal candidates are highly responsive, and flexible.

What kind of replacement staff does Lucid Staffing look for?

We are actively recruiting for the following imaging professionals:

- X-ray Tech
- MRI Tech
- CT Tech
- EEG Tech
- Mammo Tech
- Nuclear Med Tech
- PET/CT Tech
- Radiation Therapy
- Sonographer
- Cath Lab Tech
- IR Tech

Please refer to the available crisis positions page to see what's currently available!

How do I sign up?

Simply click the "[Apply Now](#)" button on the Lucid Staffing webpage. From there, you complete the application and provide a full profile.

What happens after I complete the application?

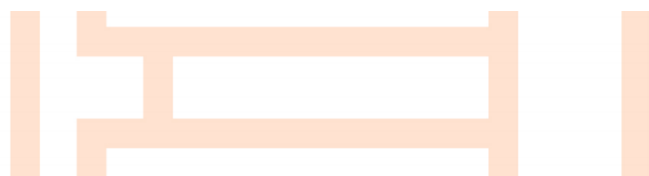
A member of our recruiting team will contact you. You may discuss your work history, your goals, and what types of opportunities you may be seeking. After your initial conversation, your recruiter will send you a list of required documents.

LICENSING, CERTIFICATION AND CREDENTIALING REQUIREMENTS

What are licensing and credentialing requirements?

A minimum of one year of experience within your specialty is required for strike/job actions. Experience for crisis work varies. Please ask your recruiter to provide the unit specific requirements for the opportunity you are interested in.

General guidelines:





- Lab Techs: All non-laboratory positions require a BLS card
- Mammo Techs - ARRT (M) Certificate, MQSA compliance,
- MRI Techs – ARRT (CRT License in CA)
- Nuclear Med Techs – ARRT(N) Certificate, ASCP Certificate, or NMTCB Certificate, (CA State NMT License in CA)
- Pharmacists – State Pharmacist License, Epic Experience Required
- Rad Techs – ARRT, (In CA: CA State CRT License, CA State Fluoro permit (strongly desired), and CA Venipuncture Certificate (strongly desired)
- Respiratory Therapists – Varies by client. (In CA: CA State RCP License, and ACLS, PALS, or NRP will be required for certain units)
- Sterile Processing Techs – National Certification
- Sonography/Ultrasound Techs – ARDMS

What on-boarding documents do I need?

- Resume
- License and certifications (ARRT, ARDMS, BLS, ACLS, etc.)
- Physical within 12 months (You may use our statement of health form if needed)
- MMR (Measles/Rubella, Mumps, Rubeola) two immunizations or positive/immune titer
- TB Test (PPD, Chest Xray, Quantiferon, Tspot)
- Varicella, two immunizations or positive/immune titer
- Hep B immunization, titer, or declination
- Tdap immunization, titer, or declination
- Flu shot (or declination, which may require you to wear a mask on your unit)
- You may sign declinations for HepB, Tdap, and Flu in the DocuSign documents sent to you by compliance.
- Reference within specialty from Supervisor, or higher within 1 year. (Relative to your specialty)

What happens if I don't have copies of all my vaccinations or records?

- You will be less likely to be selected for a strike/job action if you do not have all required documentation
- Declinations may be available for some vaccinations
- During strike/job actions we may have providers present to give immunizations for any you did not bring with you. Wait times and lines have the potential to be long so we encourage you to have your medical compliance complete. However, if you need vaccinations or tests because you did not bring them, you run the risk of not working and being returned home the same day. If the facility is overstaffed, you will be sent home in favor of the worker who was prepared with medical screening.

Where do I send my documents?

After your initial conversation with your recruiter, you will receive an email listing the required documents and provide a link to create your LEAP profile. Here you can upload all the required documents safely and securely.

Am I a contractor or an employee?

When you accept an offer with Lucid Staffing, you will be hired as an employee and provided a W-4 and I-9. Please note that the appropriate documents will need to be presented to verify your identity. All documents are sent to you via electronic DocuSign, and a W-2 is provided at the end of the year.



How will I be notified of a strike/job action assignment?

When you complete your Lucid Staffing profile, you will automatically be notified about any potential strike/job actions to which your qualifications are matched. If you believe you will be available, let your recruiter know. We will notify you once we receive notice and when the strike is going to take place, usually ten days prior to the start date. A strike team member will either call, text, or email you to confirm your current availability. It is paramount that you respond as quickly as possible, as opportunities fill very quickly. Submission does not guarantee placement.

What is the average length of an assignment?

Most strike/job actions require you to be away from home approximately 10 days. Your recruiter will always explain the assignment expectations and will confirm the information once you have an offer.

How many hours per week will I work during a job action?

Most strike/job action assignments have a guarantee of 40 to 60 hours of work. We ask that all employees be flexible in their work schedule to include working overtime if necessary. Depending on the needs of the crisis assignment or strike/job action, employees must be available to work all seven (7) days each week.

How will I be informed of my schedule at a crisis or strike/job action assignment?

Schedules will be established onsite during induction. **Whenever necessary, unit floating, location floating, and shift changes may be required.** "On-call" may be required in specific units. Replacement staff are expected to be flexible and may even be moved to a different hotel if assignment location changes.

How are candidates chosen for strike/job actions?

Candidates are matched to the job description, and those who have completed their Lucid Staffing file are placed on the schedule first. If you meet most, but not all requirements/preferences, or have an incomplete file, you risk not being placed for an assignment.

How do I confirm I have been chosen for a crisis or strike/job action assignment?

You are considered confirmed only after your travel is booked.

What do I need to bring to my assignment?

Please hand carry a copy of your completed file with you to every assignment. Without a complete file, you risk being turned away for the strike/job action. This should include copies of all the information you would have submitted to LEAP. This includes your current certifications, licenses, and credentialing documents. We also recommend that you bring scrubs, a credit card or ATM card, cell phone with a charger, and \$200 cash for your own convenience.

TRAVEL AND HOUSING:

Who will make my travel and housing arrangements?

Flights:

Transportation to and from your home/state of residence to the assignment location is provided by Lucid Staffing. Round trip airfare is provided from your home to the location of the assignment. Lucid Staffing will not change flights that have been booked. You will be responsible for any changes and fees associated with any flight changes. PLEASE do not book your own flight.



Round trip transportation from/to the airport at strike location is provided.

Drivers:

If you choose to drive to your assignment, we will calculate mileage based upon your home address. Using the applicable GSA rate, you will be reimbursed for miles traveled to the assignment, on your first paycheck, and for your final return home, on your last paycheck.

Do you provide transportation to and from the hotel to the strike/job action facility?

Lucid Staffing provides courtesy transportation that will be offered from your hotel to the facility. This transportation is offered as a courtesy and is not required, though recommended. You may be able to drive a personal vehicle if desired; however, you may not be allowed to park at the facility. If providing your own transportation to the facility, you must notify a Lucid Staffing representative during the induction process. Additionally, you must report on time for the start of your scheduled shift.

How far in advance do I need to arrive at an assignment before starting work?

Strike/job action – Your recruiter will discuss arrival dates with you. Generally, the arrival could range from 2-4 days before starting in the unit, in order to complete induction and orientation.

Induction = Onboarding Stations: Check in/Credentialing, Payroll, Scheduling, Housing

Orientation = Unit-Specific Training (Modules), Facility Instructions, Technology Familiarization and Training

Do you offer housing?

Yes, housing will be provided and arranged for you. Private or shared is subject to change. Your housing location could also change while on site as shifts are finalized, we appreciate your flexibility.

Can we supply our own housing at a strike?

Due to security reasons, and the possible need to be able to contact our employees within a short period of time, we typically do not allow employees to supply their own housing.

Am I allowed to travel with my spouse, even if he/she is not working the assignment?

For safety and security, we do not house other family members or pets of any kind.

COMPENSATION AND BENEFITS:

How much does strike nursing pay?

Lucid Staffing consistently meets or exceeds the rates paid by other strike nursing agencies. The pay for specialties will vary based on the hospital and geographical area. Rates will be finalized in your Employment Agreement with Lucid Staffing.

How will I be paid?

All hours worked at the facility must be reported on the company's timesheet. You will then be paid via direct deposit on a weekly payroll cycle.



Will I be paid for induction time?

Your arrival and participation in the check-in process for the strike, also referred to as Induction, is unpaid. However, time spent completing Modules and required Orientation will be paid at the rates specified in your Employment Agreement with Lucid Staffing.

Will I be provided meals per diem?

Yes, a meal per diem reimbursement will be offered at a daily rate beginning the first day of your arrival through the last day of the strike assignment. This payment will be included in your weekly paycheck.

Will I be paid if I drive myself to the strike?

Nonlocal drivers will be paid mileage based upon your home address to the site of induction. Mileage will be reimbursed at the current IRS guideline rate. Maximum mileage applies.

Will I be paid for transportation time (driving) to and from the hospital, or parking at the hospital?

No, driving yourself to and from the hospital is not paid time nor does it qualify for mileage reimbursement. Transportation will be provided from your resident hotel to the hospital and back during the strike assignment. This transportation is available at no cost to you.

When will reimbursements be paid to me?

Proof of payment for any requested reimbursement must be submitted. Once the approval is received, reimbursements will be processed on your final payroll unless otherwise determined.

How are guaranteed hours paid?

To receive payment for guaranteed hours, you must be available and eligible to work all assigned hours. If you call out for your scheduled shift for any reason, you will not be eligible for Guaranteed Work Week (GWW) pay. However, if the company is unable to schedule you for the full guaranteed hours, you will be paid up to the required scheduled hours per week for the strike assignment.

Does Lucid Staffing provide benefits?

We do not currently offer medical or dental benefits for short-term assignments.