

MEMORANDUM OF AGREEMENT

Brattleboro Memorial Hospital (“BMH”) and the Brattleboro Federation of Nurses, AFT Vermont, Local 5064 (“BFN”) agree to amend their existing collective-bargaining agreement, dated from October 1, 2019 to September 2023, as follows:

1. Effective with the first payroll period in January 2022, Article 3, Section 1 – Wages – shall be amended based on the attached document.
2. Effective with the first payroll period in January 2022, Article 3, Section 8- Weekend Differential – shall be amended based on the attached document.
3. Effective with the first payroll period in January 2022, Article 3, Section 4- Shift Differential – shall be amended based on the attached document.
4. Effective with the first payroll period in January 2022, Article 4, Section 2E- Urgent Pay – shall be amended based on the attached document.

The remainder of the current CBA shall remain in effect.

Brattleboro Memorial Hospital

Brattleboro Federation of Nurses

By: _____

By: _____

Date: _____

Date: _____

Article 301 – Wages

A. Wage Increases.

FY22 – Increase. Effective the first payroll period in January 2022, all eligible bargaining unit employees shall receive an eight (8) percent increase in base pay by moving the range eight (8) percent.

RN Salary Scales:

Step increases shall be effective as outlined in the chart below.

	Effective October 2021	Effective January, 2022
Step 2	31.55	34.07
Step 3	32.18	34.75
Step 4	32.82	35.45
Step 5	33.48	36.16
Step 6	34.15	36.88
Step 7	34.84	37.63
Step 8	35.53	38.37
Step 9	36.24	39.14
Step 10	36.96	39.92
Step 11	37.7	40.72
Step 12	38.46	41.54
Step 13	39.22	42.36
Step 14	40.01	43.21
Step 15	40.81	44.07
Step 16	41.63	44.96
Step 17	42.46	45.86
Step 18	43.31	46.77
Step 19	44.18	47.71
Step 20	45.07	48.68
Step 21	45.97	49.65
Step 22	46.89	50.64
Step 23	47.82	51.65
Step 24	48.78	52.68
Step 25	49.75	53.73
Step 26	50.76	54.82
Step 27	51.77	55.91

LPN Salary Scales:

Step increases shall be effective as outlined in the chart below.

	Effective October 2021	Effective January 2022
Step 2	19.96	21.56
Step 3	20.35	21.98
Step 4	20.75	22.41
Step 5	21.15	22.84
Step 6	21.56	23.28
Step 7	22	23.76
Step 8	22.43	24.22
Step 9	22.87	24.70
Step 10	23.33	25.20
Step 11	23.8	25.70
Step 12	24.27	26.21
Step 13	24.72	26.70
Step 14	25.22	27.24
Step 15	25.72	27.78
Step 16	26.24	28.34
Step 17	26.74	28.88
Step 18	27.27	29.45
Step 19	27.8	30.02
Step 20	28.35	30.62
Step 21	28.92	31.23
Step 22	29.5	31.86
Step 23	30.08	32.49
Step 24	30.63	33.08
Step 25	31.25	33.75
Step 26	31.88	34.43
Step 27	32.52	35.12

Article 3, Section 4 Differentials

NEW: End of the Day Ambulatory Clinics and Office Practices. When a bargaining unit employee working in a clinic or office practice is required to work past their regularly scheduled shift for a direct patient care issues that requires the scope and skill of an RN or LPN, the bargaining unit employees will be paid a rate of two times (2x) their base rate for all hours worked past their scheduled shift.

ARTICLE 3, SECTION 8. WEEKEND DIFFERENTIAL

Weekend differential of ~~three dollars (\$3.00)~~ five dollars (\$5.00) per hour shall be paid to non-exempt nurses who are scheduled and work weekend hours beginning with and including the night ~~evening~~ shift Friday night and ending with and including the ~~evening~~ night shift on Sunday.

Article 4, Section 2E- Urgent Pay

Urgent Pay: Management will offer urgent pay (two times the employee's base rate) to fulfill staffing needs. Management must offer urgent pay if the unit needs additional staff within twenty-four (24) hours from the start of the shift. For the time period of December 20, 2021 to September 30, 2022, bargaining unit employees who agree to work additional hours above their regularly scheduled hours, regardless of whether the hours are agreed to within 24 hours prior to the shift or with greater advance, will be paid the urgent pay rate of two times the employee's base rate.

Per diem employees must work a minimum of 24 hours per two-week period to be eligible for an urgent shift.

Priority Premium Pay as listed in Article 3; Section 12 will not be used in place of Urgent Pay for the duration of this agreement.

NEW Retention Bonus. BMH agrees to pay a retention bonus to all bargaining unit employees who are employed by BMH on January 1, 2022 and remain employed BMH through the various bonus payment dates.

- In the first full payroll period of March, BMH will pay bargaining unit employees a lump sum bonus equal to 4.0% of their total compensation received from the first full payroll in December through the payroll before the first full payroll period in March.
- In the first full payroll period of June, BMH will pay bargaining unit employees a lump sum bonus equal to 4.0% of their total compensation received from the first full payroll in March through the payroll before the first full payroll period in June.
- In the first full payroll period of September, BMH will pay bargaining unit employees a lump sum bonus equal to 4.0% of their total compensation received from the first full payroll in June through the payroll before the first full payroll period in September.

Signed:

Date:

BFN:

Signed:

Date:

BMH: