

The VFNHP Technical Professional Negotiation Team is recommending a YES vote.

Summary of the TENTATIVE AGREEMENT

Actual TA can be found here¹

22-Wages & 23-Differentials & 24 On Call

March 2023

- Minimum of 6.5%
- Minimum salary: \$19.66
- On Call: \$6.00
- On Call bonus
- Single differential rate for all employees
 - Evenings: \$2.50
 - Nights: \$6.00
 - Weekends: \$3.50
- Preserve CSR weekend bonus
- Per Diem: \$2.00
- Charge: \$3.00 (Imaging, RT, CSR, ED)
- Floating: \$2.00
- Preserve RT Transport pay

~June 2023

- Step adjustment for Imaging Techs based upon experience in other imaging tech modalities

October 2023

- 6%=4% increase plus a 2% step (or 2% bonus for those at top step)
- Minimum salary: \$20.45
- Evenings: \$2.75
- Nights \$6.50
- Preceptor: \$2.00 (when precepting techs, nurses or travelers)

October 2024

- 5%=3% increase plus 2% step
- Creation of Step 23

October 2025

- 5%=3 increase plus 2% step
- Creation of Step 24

Elimination of the two tiers of differentials—everyone will move to the higher tier

18-Hours of Work

- Add HIM and Professional Coding employees to those entitled to work straight shifts
- Entitle OR techs to combine meal and paid breaks into 1-hour break

18A-Scheduling Vacation/CTO

- An employee with an approved vacation will not have their vacation denied because of a change in their shift/schedule.

Vacation Slots

- In Transport, at least one employee per discipline (EMT, Paramedic) per day
- In Respiratory Therapy at least two employees per shift
- In all other cost centers
 - 24/7 cost centers at least one employee per shift
 - Non 24/7 cost centers at least one employee per day
 - Cost centers with 25 or more FTEs one additional employee per day.

None of these requirements shall decrease existing practice.

18B-Summer Bonus

- In all units, at least one Summer CTO Bonus will be offered.
- In all cost centers with at least 10 unit FTEs, at least two Summer CTO Bonuses will be offered.
- Increase bonus to \$1,500,
- Add \$1,000 bonus when majority of Summer hours worked on evenings and/or weekends.

9-Per Diem

- Allow 50 hours of annual 300 hours requirement to be fulfilled by experience in same or similar position elsewhere (OR, Imaging Tech, Critical Care, ED only).

¹ This summary is intended as a quick informal overview. In all instances, the actual language of the agreement shall prevail.

- Require minimum of 1 per diem per 7 FTEs in: ED, Critical Care Transport, RT, OR, and Imaging cost centers with at least 7 FTEs.
- Increase night shift bonus, for per diems who work at least 300 night shift hours, to \$3 per hour

10A-Orientation

- Employees will not have independent patient assignments until fully trained.
- Training provided before implementing new procedures or equipment.

7-Non Discrimination

Training for all employees on responding to discriminatory acts or statements made by patients or other employees.

28-Certification

With prior approval, employees may complete mandatories off-site and such scheduled time will be paid.

31-Retirement

UVMHC will hold a retirement education meeting at least 2x/year.

43-Health & Safety

- All employees entitled to de-escalation and workplace safety training,
- Tech union allowed to participate negotiations/meetings with Hospital and nurses about ED safety
- Create safety committees for CNL, Diagnostic Ultrasound, and UVM Healthnet cost centers and require first meeting within 15 days of executed agreement.

46-Labor Management Committee

Technical Professionals will join nurses on this committee

47-Clothing

- Require Hospital to meet with VFNHP upon the declaration of a pandemic to review policies, procedures and protocols for providing employees with PPE or clothing

necessary to properly maintain patient and staff safety.

20B. Unit Staffing Collaboratives

- Allow either party to request USC for a unit.

24-On-Call

- Employees have preference for on-call shifts over Traveler/Agency staff
- Managers allowed to offer Temporary Called In-On Call 2X, at least until June 9, 2023

25-Holidays

- CBA automatically amended to add new holidays recognized by Hospital on organization-wide basis.
- Allow employees entitled to reasonable accommodation for observance of religious holidays to use paid time off.

29- Educational Reimbursement

- Increase conference budget to \$100,000
- Increase conference days to 450.
- Allow unused monies to be applied to professional society dues and then rolled over to next fiscal year.
- Increase scholarships to 4