

# 2022 VFNHP Nurse Bargaining Platform

With our nurse contract bargaining set to begin in early April, it is crucial for us to set our priorities for negotiations and prepare proposals based on them. Having reviewed hundreds of your bargaining survey responses and working with your Bargaining Team (*see other side for members*), these priorities rose to the top:

## Protect and Improve Patient Care

- Ability for all unorganized UVMHC staff to organize their Union without management interference
- Minimum \$20/hour for all UVMHC staff
- Crisis staffing
- Pandemic staffing

## Safety and Respect

- MOAB training for all employees
- Improved safety in the ED
- Collaborative approach to dealing with racist incidents at UVM Medical Center
- Evaluations done by a clinical leader
- Add furlough process

## Improved Compensation to Attract and Retain Nurses

- Introduce Charge and Preceptor differentials
- Increase Shift, Per Diem, Resource and On-call differentials
- Incentive differentials when staffing levels dip below USC grid
- APRNs: Pay for hours worked, step placement clarification

## Improve Benefits to Attract and Retain Nurses

- Improved UVMHC retirement contributions
- Improved CTO for all
- Fully paid health insurance
- Free tuition at UVM for UVMHC staff and dependents/Student loan forgiveness
- 4 weeks paid parental leave
- Covid Leave pay
- Improve holiday pay

# 2022 VFNHP Nurse Bargaining Team

We have recruited a Bargaining Team comprised of nurses from units and clinics across UVMHC. If your unit does not have a representative listed below and you or your colleague would like to serve on the Bargaining Team please email [maxt@vfnhp.org](mailto:maxt@vfnhp.org).

<u>PRIMARY</u>	<u>UNIT</u>	<u>ALTERNATE</u>
Carolyn Sweet	<b>ACC</b>	
Sarah Ferguson	<b>ACC</b>	
Desiree Price	<b>APRN</b>	Margaret McDonald
Tim Schad	<b>APRN</b>	Emily Parenteau
Julie Mazza	<b>Baird 3</b>	
Jill Kowalski	<b>Baird 4</b>	
Sarah Connor	<b>Baird 5</b>	Marian Ziminsky
Austin Ashley	<b>Baird 6</b>	
Donna Zarro	<b>Cancer Center</b>	
Bob Heyn	<b>Cath Lab/M1</b>	
Eisha Lichtenstein	<b>ED</b>	Maggie Husbands
Megan Martin	<b>ED</b>	
Jennifer Watkins	<b>Endoscopy</b>	Angela Prue
Laura Lee Montanaro	<b>Fanny Allen-LPN</b>	
Jessenia Gonzalez	<b>FP's/Adult Primary</b>	
Jess Varney	<b>Inpatient Rehab</b>	Emily Pecue
Stephanie Kershner	<b>IR/CVU</b>	
Abbie Leger	<b>L&amp;D</b>	
Benton Taylor	<b>McClure 5</b>	
Hannah Schirling	<b>McClure 6</b>	Tina Conroy

<u>PRIMARY</u>	<u>UNIT</u>	<u>ALTERNATE</u>
Kate Janson	<b>MICU</b>	
Whitney Haskell	<b>MICU</b>	
Haley Cushing	<b>Miller 3</b>	Craig Jones
Chelsea Schmoll	<b>Miller 4</b>	Sandra Beynonn
Robert (Robbie) Griffin	<b>Miller 6</b>	
Rachel Foxx	<b>Mother Baby</b>	Heather Gonyeau
Ann-Elise Johnson	<b>Mother Baby</b>	
Andrea Parker	<b>NICU</b>	
Marybeth Early	<b>OR</b>	Pat Girome
Jill Mongeon	<b>OR</b>	Joey Meuser
Alyssa Robinson	<b>PACU</b>	
Victoria Pawulak	<b>Pre-Op</b>	
Lulu Henley	<b>Resource</b>	Cristina Price
Sue Toolin	<b>Rapid Response/IV</b>	
Kim Kuhlmeier	<b>Shep 3/6</b>	
Fraser Danielovich	<b>SICU</b>	
Evan Ellenberger	<b>SICU</b>	
Sarah Batten	<b>Tilley</b>	
Lindsay Gray	<b>UHC</b>	