

Proposed to UVMMC on 4/27/2022

Nurse Educator Side Letter

1. Within three months of ratification of this agreement, VFNHP and the Hospital will meet to negotiate a Clinical Ladder for Nurse Educators, and will discuss creating additional positions for educators, including off-shift educators.
2. Within three months of ratification of this agreement, the Hospital will post a central education position for a Nurse Educator (nursing professional development specialist) specifically for onboarding, ongoing education and training of other Nurse Educators.
3. Each nursing unit/department will schedule and allow for a minimum of 16 hours of guaranteed training time for each staff nurse per year for unit-specific staff education and competency maintenance at the educators discretion (excludes time needed for resuscitation trainings such as PALS, ACLS, BLS, NRP, STABLE, mock code, etc), and hospital/network annual requirements.
4. If a Nurse educator is pulled from his/her/their regular work into a patient assignment, any premium pay or differential previously offered to cover that assignment will be paid to the Nurse Educator during the hours he/she/they cover that assignment.

Add new section to Article 29

1. **Nurse Educator Continuing Education** - All bargaining unit employees who are Nurse Educators, Annually the Hospital will budget four thousand (\$4,000) for each Nurse Educator to cover the cost of conferences and training, to cover yearly membership to specialty organizations, or to purchase educational equipment for unit-specific education. Any unused dollars may roll-over to the next year, but they must be spent in that subsequent year. In addition, each Nurse Educator will receive ten (10) paid days annually to attend these educational or certification courses. The budget items under this section will not be frozen and will be available during the fiscal year.