

# 6/15 Bargaining Update

## Highlights of UVMHC Administration offer as of 6/15

### **Non-Economic**

- Article 4 Union Access: Change the location of Union Bulletin Boards; Union bank of hours sufficient for bargaining year (2024)
- Article 5 Information: Contact information for new hires
- Article 7 Non-Discrimination: Add "gender identity or expression" to non-discrimination. Training for responding to discriminatory statements by patients or other staff
- Article 9 Per Diem Employment: Clinical Instructors only have to log 150 hours of per diem hours instead of 300
- Article 16 Layoff: Some clarifying language around furloughs
- Article 18A Scheduling Vacations: Agreed to VFNHP proposal to trial 6 month vacation book
- Article 20A Staffing Adjustments: Agreed to VFNHP proposal to let premium pay nurses choose to go to straight time in lieu of immediate cancellation
- Article 25 Holidays: Ability to take an additional unpaid holiday- outpatient nurses
- Article 28 Certification: Agreed to VFNHP proposal that employees can do mandatories off-site with supervisor approval
- Career Ladders: Ability to negotiate a career ladder for LPNs and Nurse Educators

### **Economic**

- Article 22 Wages: Agreed to VFNHP proposal that all LPN experience (not just UVMHC LPN experience) counts as a half of a step on the payscale.
- Article 23 Differentials:
  - October of 2022**
    - Nights: increase of \$.75 for RNs & \$.65 for LPNs
    - Weekends: increase of \$.55 for RNs & \$.45 for LPNs
    - Preceptor: \$2.00
  - October of 2023**
    - Evenings: increase of \$.50 for RNs & \$.40 for LPNs
    - Nights: increase of \$.50 for RNs & \$.35 for LPNs
    - Resource: Increase of \$1.00
    - Preceptor: Increase of \$.50
- Article 29 Education: A separate continuing education fund for Nurse Educators
- Article 24 On-Call: Increase of \$.50 now, an additional \$1.00 in October of 2023. Bonus of \$3/hr if work 200+ hours of on-call in a quarter

## ***What is NOT in the UVMHC Administration proposal?***

- Any improvements in:
  - CTO
  - Holidays
  - Health Insurance (or other benefits)
  - Retirement
  - Bereavement Leave
  - Paid Family Leave
- NO retention bonuses
- NO agreement to not intimidate unorganized staff who want to organize their union.
- NO substantive proposals to improve safety at UVMHC
- NO proposal to decompress the APRN wage scale (people with 1-10 years of experience are on the same step)

## **How does this recruit & retain nurses?**