

Tentative Nurse Contract Agreement Reached

Dear Members,

When we voted to approve a wage increase prior to negotiating our full contract, we thought it would give us a chance to focus on all the other aspects of our contract and make meaningful improvements. Accordingly, we developed dozens of proposals to strengthen areas like staff safety, CTO, differentials, healthcare and many more.

From the beginning of negotiations, management said that they had already put all available funds into our wage increases and that they only had \$1.3 million to dedicate to bargaining the rest of our contract. They maintained that position throughout the bargaining process even though their proposals did not include something for all members across inpatient and outpatient positions.

It wasn't until we overwhelmingly voted to picket and provided them with notice of our plans that management started to move. They agreed to improve staff safety in the ED and nearly tripled their monetary offer by including \$1,500 retention and \$1,000 ratification bonuses, increasing several differentials, call pay, and APRN wage decompression among others.

Our Bargaining Team believes that the deal before us addresses key areas of concern, like safety, while also including something for all nurses. Accordingly, we have reached a tentative agreement with UVMHC Administration and will put it to a full member online vote from Wednesday, July 6th at noon to Friday, July 8 at 9PM. We will send voting instructions to your work email, so please stay tuned and feel free to reach out with any questions.

Your Bargaining Team:
VOTE YES!



(See other side for a summary of our wins)



Nurse Contract Wins

Economic

- **\$1,000 Ratification Bonus** (*Pro-rated for part time & per diem nurses*)
- **\$1,500 Retention Bonus** (*Pro-rated for part time and per diem nurses*)
- **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 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
- Resource: Increase of \$1.00

October of 2023

- Evenings: Increase of \$.50 for RNs & \$.40 for LPNs
- Nights: Increase of \$.50 for RNs & \$.35 for LPNs
- Preceptor: Created differential of \$2 for FY23 and \$2.50 for FY24, \$6.25 in FY 24 for APRN's precepting including medical students

- **Article 24 On-Call**: Increase to \$6.00 in FY 23 and \$7.00 in FY24. Bonus of \$3/hr if work 150+ hours of on-call in a quarter
- **Article 29 Education**: A separate \$70,000 continuing education fund for Nurse Educators
- **APRNs**: \$150,000 for APRN wage scale decompression in FY 24
- Agreed to exempt RNs being eligible for urgent starting FY 23
- Temporary Assignments now \$750 payout per pay period
- Loss of urgent pay b/c of call out within pay period changed from 4 to 4.5 hrs

Non-Economic

- **ED Safety**: Secured commitments for enhanced security, weapons screening, and weapon removal/storage.
- **Right to Organize**: Secured agreement to allow support staff to organize without intimidation/anti-union campaign from mgmt
- **Career Ladders**: Ability to negotiate a career ladder for LPNs and Nurse Educators
- **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 25 Holidays**: Ability to take an additional unpaid holiday, can also volunteer to work holiday in another open unit where qualified if clinic is closed to not lose pay/have to use CTO.
- **Article 28 Certification**: Agreed to VFNHP proposal that employees can do mandatories off-site with supervisor approval
- RN III requirement amended to allow those with ADN and Bachelor's degree of any focus
- **Article 42 Side Letter**: Agreement to improve outpatient clinical reviews by having them conducted by someone with specific knowledge of nursing practice.
- **Article 45 Parking**: 2 L&D Nurses who are working on call may park in the McClure lot.