

## **Article 10A – Orientation**

### **A. Preceptor Training**

All bargaining unit employees fulfilling the role of primary preceptor of an employee will be required to attend the established UVMMC Preceptor Workshop. The primary preceptor is defined as the bargaining unit employee assigned to oversee the full orientation of another employee. All bargaining unit employees scheduled as preceptors will have the opportunity, at their manager's discretion, to attend the established UVMMC Preceptor Workshop. The hours spent in the training program will be worked hours.

### **B. Unit Orientation**

1. Each unit will collaborate with their manager to develop, their unit orientation, including provisions for orienting traveler nurses, new graduate nurses and experienced nurses.
2. The orientation plan for each bargaining unit employee will not be extended or shortened by the Manager without discussion with the employee in collaboration with the preceptor and the unit nurse educator or the unit council responsible for unit orientation if no nurse educator exists on the unit.