

Article 11 – Seniority

A. Definition

1. Hospital Seniority shall be defined as stated on the seniority list as of July 10, 2006, or, if hired after July 10, 2006, as continuous employment from the date of hire.
2. Unit Seniority shall be defined as continuous employment on a unit/cost center in a bargaining unit position added to Hospital seniority. UVMHC will maintain the unit and hospital seniority lists. The VFNHP will have regular access to the lists.
3. Seniority shall mean Hospital seniority unless otherwise specified below:

<u>Article</u>		<u>Seniority Type Used</u>
12	Vacancy / Job Posting	Hospital Seniority
12A	Internal Posting Shift / Schedule Preference	Unit Seniority
16	Layoff	Hospital Seniority
17	Recall	Hospital Seniority
18	Hours of Work / Staff Schedules:	Unit Seniority
18A	Scheduling Vacations / CTO	Unit Seniority
18B	Summer CTO	Unit Seniority
19	Overtime	Unit Seniority
20A	Staffing Adjustments	Unit Seniority
37	Military Leave	Both are restored upon return from leave
38	Short Term Leave of Absence	Hospital Seniority
45	Parking	Hospital Seniority

B. Loss of Seniority

1. A bargaining unit employee will lose hospital and unit seniority when:
 - a. The employee is terminated (voluntary or involuntary).
 - b. The employee is laid off (see Article 17 – Recall).
2. A bargaining unit employee will lose unit seniority when:
 - a. A bargaining unit employee transfers from one unit to another unit.

C. Restoration of Unit Seniority

Bargaining unit employees who leave a bargaining unit position in a unit, but return to that unit in a bargaining unit position within one (1) year shall have her/his unit seniority restored. Seniority for this purpose will be seniority at the date of last separation from the bargaining unit. The parties may agree to extend the one-year time limit on a case-by-case basis.

D. Restoration of Hospital Seniority

Bargaining unit employees who return to work in a bargaining unit position within one year shall have hospital seniority restored. Seniority for this purpose will be seniority at the date of termination. The parties may agree to extend the one-year time limit on a case-by-case basis.

The provisions of this Section D shall not reduce or otherwise adversely affect unit seniority as calculated on July 10, 2006.