

Article 14 – Job Security

A. Job Erosion

The Employer agrees not to utilize supervisors, agency employees, and/or other non-bargaining unit employees to perform bargaining unit work in such a manner that may result in layoffs of the bargaining unit or that eliminates bargaining unit positions or permanently replaces or reduces the hours of bargaining unit employees.

B. New Facilities – for newly created positions, see Article 12 - Job Posting. C.

C. Non-Nursing Functions

The Hospital and the VFNHP recognize the performance of non-nursing functions by bargaining unit employees impedes their ability to deliver the highest quality, cost-effective patient care and are not intended to be part of their responsibilities. Therefore, bargaining unit employees will not be regularly required to do the functions of the ancillary departments and the Hospital shall provide sufficient ancillary staff so as to ensure that such duties do not fall to bargaining unit employees.