

## Article 23 – Shift Differentials

A. Hourly bargaining unit employees will receive differential pay in addition to their base rate for all hours worked on evening, night, or weekend shifts.

Exempt bargaining unit employees will receive differential pay in addition to their base rate for regularly scheduled evening, night or weekend shifts based on scheduled shift length, regardless of the hours actually worked.

### Shift Definitions:

1. Evenings:

All worked hours between 3:00 p.m. and 11:00 p.m., if the shift includes at least four (4) hours between 3:00 p.m. and 11:00 p.m. or the entire shift is within the designated shift time period. Bargaining unit RNs will be paid an hourly differential of two dollars and fifty cents (\$2.50). Effective the first full payroll period in FY24, the differential will increase to three dollars (\$3.00). Bargaining unit LPNs will be paid an hourly differential of one dollar and ninety cents (\$1.90). Effective the first full payroll period in FY24, the differential will increase to two dollars and thirty cents (\$2.30).

2. Nights:

All worked hours between 11:00 p.m. and 7:00 a.m., if the shift includes at least four (4) hours between 11:00 p.m. and 7:00 a.m., or the entire shift is within the designated shift time period. Bargaining unit RNs will be paid an hourly differential of five dollars and twenty-five cents (\$5.25). Effective the first full pay period in FY23, bargaining unit RNs will be paid an hourly differential of six dollars (\$6.00). Effective the first full pay period in FY24, bargaining unit RNs will be paid an hourly differential of six dollars and fifty cents (\$6.50). Bargaining unit LPNs will be paid an hourly differential of three dollars and eighty-five cents (\$3.85). Effective the first full pay period in FY23, bargaining unit LPNs will be paid an hourly differential of four dollars and forty cents (\$4.40). Effective the first full pay period in FY24, bargaining unit LPNs will be paid an hourly differential of four dollars and seventy-five cents (\$4.75). The appropriate night differential will continue to be paid for hours beyond 7:00am.

3. Weekends:

Worked hours between the beginning of the night shift (11:00 p.m.) on Friday and the conclusion of the evening shift (11:00 p.m.) on Sunday, bargaining unit RNs will be paid an hourly differential of two dollars and ninety-five cents (\$2.95). Effective the first full pay period in FY23, bargaining unit RNs will be paid an hourly differential of three dollars and fifty cents (\$3.50). Bargaining unit LPNs will be paid an hourly differential of two dollars and thirty cents (\$2.30). Effective the first full pay period in FY23, bargaining unit LPNs will be paid an hourly differential of two dollars and seventy-five cents (\$2.75).

4. Weekend Shift Incentive:

When an evening or night shift is worked during the period designated as eligible for weekend differential, both applicable differentials will be paid.

5. Resource Department:

All bargaining unit employees within the Resource Department will be paid an hourly differential of six dollars (\$6.00) for all hours worked, per Article 21. Effective the first full pay period in FY24, the differential will increase to seven dollars (\$7.00).

6. Floating:

All bargaining unit employees who make a commitment to volunteer to float to a different unit and are qualified to do so will be paid an hourly differential of five dollars (\$5.00) for all hours worked while floating, if they work at least four (4) consecutive hours on the other unit.

7. Transport Differential:

NICU transport team staff RNs and APRNs will receive a transport differential equal to 100% of the employee's base hourly rate of pay. This differential will begin to apply when the employee either arrives at the hospital for the transport or ends their current assignment, and it will end when they return to the NICU. Nurses will be granted up to one additional hour to complete their duties related to the transport.

8. RN Student Precepting:

RNs who precept a senior practicum nursing student will be paid a lump sum of \$400 for spending 120 hours or more precepting a student for a semester. If the RN spends fewer hours, the lump sum will be reduced on a prorated basis, so long as the RN spends at least a minimum of 40 hours during the semester on student precepting duties.

9. APRN Student Precepting:

APRNs who precept an APRN student will be paid a lump sum of \$750 for spending 120 hours or more precepting a student for a semester. If the APRN spends fewer hours, the lump sum will be reduced on a prorated basis, so long as the APRN spends at least a minimum of 40 hours during the semester on student precepting duties. Effective in the first full payroll period in FY24, APRNs who are scheduled to precept an APRN student, new APRNs, and medical students, will be paid an hourly rate of six dollars and twenty-five (\$6.25) for all hours spent precepting, and the lump sum mentioned in the previous sentence will be eliminated. APRNs will also have 30 minutes of time available per four (4) hour session for teaching and case review.

10. End of the day in Ambulatory Clinics and non-24/7 Procedural Areas:

When an RN or LPN in an ambulatory clinic or a non-24/7 procedural area is required to work past their regularly scheduled shift for a direct patient care issue that requires the scope and skill of an RN or LPN, which cannot reasonably be reassigned, the RN or LPN will be paid a differential that is 100% of their base hourly rate for all hours worked past their scheduled shift.

11. APRN Weekend Clinic Differential:

APRNs working in the weekend clinics will be paid a weekend differential of \$10.00 per hour for all hours worked during weekend clinic hours of operation.

12. APRN Weekend Clinic Shift Incentive:

A weekend shift incentive can be offered to APRNs, at the discretion of the weekend practice supervisor, to fill schedule openings occurring as a result of loss of provider staffing or call outs due to sickness or family emergencies. The incentive amount is \$100 per weekend session (4 hours) or \$300 per full weekend day.

13. RN/LPN Preceptor Differential:

Effective the first full payroll period in FY23, UVMMC shall pay a nurse assigned by UVMMC to act as the assigned preceptor for a shift for a new department employee during that employee's orientation period or for a traveler. The differential shall be two dollars (\$2.00) per hour for all hours worked while performing this role. Effective the first full payroll period in FY24, the differential will increase to two dollars and fifty cents (\$2.50). This differential will not apply to precepting nursing students (see RN Student Precepting differentials). This differential will also apply when a charge nurse is precepting

another nurse to take on the charge role. UVMMC will select preceptors based on skill and ability. Nurses may be required to attend an approved preceptor class in order to qualify for preceptor pay.

14. Committed Hour Temporary Assignment:

Any part time employee who agrees to a temporary full time assignment for a limited, pre-determined, pre-scheduled duration of at least 8 weeks will be eligible for a bonus. The bonus will be paid at a lump sum of \$750 a pay period every 8 weeks until completion of the assignment. To receive the lump sum bonus the employee must not miss more than their weekly scheduled hours for the duration of the assignment. Unit seniority shall determine selection among qualified part time applicants for temporary assignments.

- Must commit to terms of need, including hours and schedule.
- Will be offered to part time RNs within the home unit.
- Minimum of 8 week commitment.
- Will be offered following the offer of per diem temporary assignment (Article 9.3.J).
- Manager must go through position management review process, approved for open posting and would be seeking to employ a traveler.
- The temporary full time assignment would be offered to prioritize our nurses over agency nurses and would be initiated as vacancies trigger requests for travel nurses.
- The incentive applies to all registered nurses across care divisions that are seeking travel nurses to fill vacancies
- The unit manager will honor any staff vacations that were pre-approved prior to starting the temporary assignment. The lump sum bonus will be pro-rated to reflect approved vacation time.
- When the temporary assignment is completed the RN will return to their previous shifts and schedule.

15. Nurse Educator Patient Assignment Differential:

If a nurse educator is pulled from their regular work into a designated staff nurse assignment for at least four hours, they will receive an hourly differential of \$20.00 an hour.