

### **Exhibit A - Ratification Bonus**

In the first full pay period that starts at least fifteen (15) business days after ratification of the CBA, UVMMC will pay a lump sum bonus to all bargaining unit employees employed on the date of payment as follows:

36 – 40 hours per week: \$1,000.00 minus applicable withholdings and deductions

21 – 35 hours per week: \$750.00 minus applicable withholdings and deductions

0 – 20 hours per week (includes per diem): \$500.00 minus applicable withholdings and deductions

Payments will be made off payroll cycle.

### **Retention Bonus**

UVMMC will pay a lump sum retention bonus to all bargaining unit employees hired before 10/1/2022 who remain employed through 4/1/2024 as follows:

36 – 40 hours per week: \$1,500.00 minus applicable withholdings and deductions

21 – 35 hours per week: \$1,125.00 minus applicable withholdings and deductions

0 – 20 hours per week (includes per diem): \$750.00 minus applicable withholdings and deductions

Payments will be made off payroll cycle.

