

## Article 23 - 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.

### Shift Definitions:

#### 1. Evenings

All worked hours between 3:00 p.m. and 11:00 p.m., if the shift includes at least four hours between 3:00 p.m. and 11:00 p.m. or the entire shift is within the designated shift time period. Bargaining unit employees will be paid an hourly differential of two dollars and fifty cents (\$2.50).

#### 2. Nights

All worked hours between 11:00 p.m. and 7:00 a.m., if the shift includes at least four hours between 11:00 p.m. and 7:00 a.m., or the entire shift is within the designated shift time period. Bargaining unit employees will be paid an hourly differential of six dollars (\$6.00).

#### 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 employees will be paid an hourly differential of three dollars and fifty cents (\$3.50).

#### 4. Per Diem

When working as a per diem, bargaining unit employees will be paid an hourly differential of two dollars (\$2.00).

#### 5. Charge

UVMHC shall pay a charge differential in all Imaging Technologist cost centers, Cost Centers 6100 and 6109 (CSR), Cost Center 1474 (Respiratory Therapy) and Cost Center 1053 (Emergency) to bargaining unit employees who are designated to assume the charge role. A charge differential of \$3.00 per hour is paid for all hours worked in the charge role.

#### 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 two dollars (\$2.00) for all hours worked while floating, if they work at least four (4) consecutive hours on the other unit.

#### 7. Respiratory Therapist Transport

Respiratory Therapists will receive a transport differential equal to 100% of the employee's base hourly rate of pay when they accompany a patient on an external transport to or from

UVMHC. This differential will begin to apply when the employee either arrives for the transport or ends their current assignment, and it will end when they return. Respiratory therapists will be granted up to one additional hour to complete their duties related to the transport.

7. Emergency Vehicle Officer

UVMHC has a practice of paying an Emergency Vehicle Officer differential of \$130 per pay period to an UVM HealthNet Transport employee for performing vehicle maintenance duties.

8. Temporary Assignment Bonus

Any per diem or part-time employee who agrees to a full-time or part-time temporary assignment for a limited, pre-determined, pre-scheduled duration of at least eight (8) weeks will receive a lump sum bonus at the conclusion of the temporary assignment. For a temporary assignment of 72 hours/pay period or greater, the lump sum bonus will equal \$300 per pay period. For a temporary assignment of less than 72 hours/pay period, the lump sum bonus will be prorated to reflect the additional hours assigned to the employee. To receive the lump sum bonus, the employee must not miss more than three (3) scheduled days during the assignment. Cost center seniority shall determine selection among qualified applicants for temporary assignments. Hours worked by per diem employees during a temporary assignment will still count as per diem hours under the provisions of Article 9.

9. End of the Day in Ambulatory Clinics and non-24/7 Procedural Areas

When a bargaining unit employee 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 the bargaining unit employee, which cannot reasonably be reassigned, the bargaining unit employee will be paid a differential that is 100% of their base hourly rate for all hours worked past their scheduled shift.

10. Other Differentials

To the extent there is a past practice of paying any other differentials that were not discussed in any way during negotiations, UVMHC will pay bargaining unit employees such differential consistent with past practice.

