

Article 44 - Planning for the Future

A. In the instance of a change in status of UVMHC, and to the extent not otherwise addressed in this Agreement, UVMHC agrees to bargain all effects of the impact of potential sales, mergers, acquisitions, consolidations, future facilities, expansion, and employer initiatives through PPOs or HMOs on bargaining unit employees.

B. UVMHC agrees to act lawfully under the obligations prescribed under the WARN Act. When the employer considers a plan with respect to any of the foregoing issues, UVMHC shall inform the VFNHP at least ninety (90) days prior to the implementation of the plan and offer to discuss promptly the potential impact on the bargaining unit. Failure to complete discussions prior to implementation shall not prohibit UVMHC from implementation. However, the VFNHP shall have the right to negotiate all effects retroactive to the implementation.

C. UVMHC, recognizing current staffing and safety issues is committed to prioritizing the construction and renovation of both staff and patient safety projects on existing UVMHC infrastructure prior to engaging in other construction projects. The union recognizes the economic and patient-volume strain UVMHC is experiencing, and requests that management of this problem be overseen by a board composed of two each of hospital administrators, two nurses appointed by VFNHP, and two technical professionals appointed by VFNHP. The job of this committee is to help guide the direction of expenditure funding to best benefit the communities future needs while providing a safe workplace for patients and employees.