

**Article 22 – Wages**

**A. Pay for Fiscal Years 2023-2024**

- 1. Effective with the first full payroll period that starts at least 7 days after ratification, all employees shall receive a **minimum** 10% increase, and the minimum starting salary will be **\$20.75** (see Appendix\_\_\_, wage scale.)
- 2. Effective with the first full payroll period in FY24, employees shall receive an **6% wage** increase and eligibility for a step increase of 2%. Step 23 will be added to the payscale (2%)
- 3. Effective with the first full period FY25 Employees shall receive an 5% wage increase and eligibility for a step increase of 2%. Step 24 will be added to the payscale (2%)

**B. No chance except:**

(q) Imaging Technologists will receive 100% credit for experience in technologist positions in their same modality and 75% credit for experience in technologist positions in other Imaging Technologist modalities.

**D. Career Ladders:** At the request of either VFNHP or UVMC, the parties shall meet to negotiate the components of specific career ladders in any specific department or cost center with the bargaining unit.

**Section C, E & F: no change**

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**Side Letter-Imaging Technologist Step Adjustment**

Per the terms of the side letter incorporating Imaging Technologists into the technical bargaining unt, the step placement for Imaging Technologists included 75% credit for experience in other Imaging Technologist modalities. Within three months after ratification, any Imaging Technologist who believes they would be placed at a higher step if they received 100% credit for other Imaging Technologist modalities shall notify UVMC by submitting a resume via email, to UVMC's Manager of Labor Relations. UVMC shall have thirty days to review the resume and respond to the Imaging Technologist. Any step adjustment will be retroactive to the date of the ratification of the Imaging Technologist side letter.