

Article 23 - Differentials

A. Definitions

1. ~~Level A. The following positions are included in Level A: Transport EMT, CSR Case Cart Coordinator I, II, and III, CSR Instrumentation Specialist I, II and III, CSR Technician I, II, and III, Hemodialysis Sr Technician, Hemodialysis Tech Certified, Hemodialysis Technician, and Ophthalmic Assistant I.~~

2. ~~Level B. The following positions are included in Level B: GNL Technologist I, II and III, ED Department Tech I, II and III, HIM Coder, HIM Coder Sr., Ophthalmic Assistant II and III, Ophthalmic Technician Certified, Ophthalmic Technician Sr., OR Technician, Transport AEMT, Critical Care Transport Paramedic I, II, III and IV, Transport Paramedic, Associate Professional Coder, Staff Professional Coder, Senior Professional Coder, PSG Technologist I and II, Sleep Center Clinic Technician, Ambulatory Respiratory Therapist I, II and III, and Respiratory Therapist I, II and III.~~

B. ~~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 will be paid an hourly differential of \$2.50/hour. Effective the first full payroll period in FY 24 the differential will increase to three dollars \$3.00. ~~Bargaining unit employees in Level A will be paid an hourly differential of one dollar and ninety cents (\$1.90). Bargaining unit employees in Level B 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 will be paid an hourly differential of six dollars (\$6.00). Effective the first full pay period in FY24, employees will be paid an hourly differential of six dollars and fifty cents (\$6.50) ~~Bargaining unit employees in Level A will be paid an hourly differential of three dollars and eighty five cents (\$3.85). Bargaining unit employees in Level B will be paid an hourly differential of five dollars and twenty five cents (\$5.25).~~

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 a differential

~~of three dollars and fifty cents (\$3.50). in Level A will be paid an hourly differential of two dollars and thirty cents (\$2.30). Bargaining unit employees in Level B will be paid an hourly differential of two dollars and ninety five cents (\$2.95).~~

Weekend Shift Incentive: Bargaining unit employees in CSR meeting the eligibility criteria will receive a quarterly bonus of 3.5% of gross wages. When an evening shift or night shift is worked during the period designated as eligible for weekend differential, both applicable differentials will be paid.

4. Per Diem

~~When working as a per diem, bargaining unit employees in Level A will be paid an hourly differential of one dollar and fifteen cents (\$1.15). Bargaining unit employees in Level B will be paid an hourly differential of one dollar and sixty cents (\$1.60).~~

Per diem employees will receive the following hourly differentials in addition to the other differentials they are eligible for all hours worked.

Holiday hours (see Article 25)	\$4.00 per hour
Night hours (11 pm to 7 am)	\$5.00 per hour
Weekend hours (Fri . 11 pm to Sun . 11 pm)	\$5.00 per hour
Evening hours (3 pm to 11 pm)	\$3.50 per hour
Day hours	\$2.00 per hour

5. Charge

UVMHC shall pay a charge differential **in all Imaging Technologist Cost Centers**, Cost Center 1474 (Respiratory Therapy), in Cost Centers 6100 & 6109 (~~CSR~~), and Cost Center 1053 (Emergency) to employees who assume the charge role. A charge differential of ~~\$3.00~~ **\$1.50** 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 cost center and are qualified to do so will be paid an hourly differential of three dollars (\$3.00) for all hours worked while floating.

Sonographers that are asked to float to a department outside of their regularly scheduled location will be paid the Float pay differential.

7 **Respiratory Therapist Transport**

UVMHC has a practice of paying a Respiratory Therapist Transport differential for “external transports” – when a respiratory therapist accompanies a patient in a UVM HealthNet Transport ambulance to or from UVMHC. The differential is 100% of the employee’s base hourly rate of

pay. This rate is in effect starting when the transport leaves and ending when it returns. When a therapist does an external transport which extends beyond their scheduled shift and meets the requirements of their overtime rule, they will be paid 1.5 times their "transport" rate of pay.

8. 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.

9. 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~~ \$750 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.

10. 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.

11. 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.

12. Preceptor Differential: UVMHC shall pay an employee assigned by UVMHC to act as the assigned preceptor for a student, a resident, a nurse, 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) for all hours worked while performing this role. This differential will also apply when an employee in a charge role is precepting another employee to take on the charge role. UVMHC will select preceptors based on skill and ability. Employees may be required to attend an approved preceptor class in order to qualify for preceptor pay.

13. **Crisis pay:** If a cost center total has a FTE vacancy rate of 20% (bargaining unit members) then crisis pay will be activated. Crisis pay of \$2.50/hr will be awarded to any bargaining unit employees for their time worked.

14. If any UVMHC employee receives a higher differential than those listed in this article, the higher amount will be applied to all bargaining unit employees.