

Article 1 – Preamble

This agreement is made and entered into as of March 1, 2023 by and between The University of Vermont Medical Center (“UVMC” or the “Employer”) and the Vermont Federation of Nurses and Health Professionals, AFT VT, AFL-CIO Local 5221 (“VFNHP” or the “Union”) the local representing several bargaining units. The terms “bargaining unit employee,” “employee,” and “employees” used in this agreement shall refer to the employees in the bargaining unit set forth in Article 2.

UVMC and VFNHP recognize that UVMC’s first responsibility is to provide safe, quality health care to all UVMC patients. It is the intent and purpose of the parties hereto to set forth the basic Agreement covering rates of pay, hours of work, and conditions of employment to promote and further harmonious and productive labor-management relations, to ensure UVMC is a great place to work, and to act in a manner to assure mutual respect and dignity.