

Article 10A – Orientation/Training

1. Each department and/or cost center will collaborate with their manager and/or supervisor to develop their department/cost center orientation/training plan, including provisions for orienting agency employees, new employees and experienced employees.
2. The department/cost center orientation/training plan for each bargaining unit employee will not be extended or shortened by the manager and/or supervisor without discussion with the employee in collaboration with the preceptor, the educator, and/or the employee providing training.
3. Bargaining unit employees undergoing their orientation/training plan shall not be given a full patient assignment independently (without preceptor, educator, and/or employee providing training) unless they are fully oriented to the location of the assignment and have successfully completed training on any competencies required by the assignment.
4. If UVMMC introduces new patient procedures or equipment, all affected bargaining unit employees shall be provided appropriate training prior to the introduction of the new patient procedures or equipment. Affected bargaining unit employees agree to attend training.
5. Cost centers that assign technical bargaining unit employees to precept new bargaining unit employees or Traveler/Agency staff may establish a preceptor training program. In those cost centers with an established preceptor training program, bargaining unit employees agree they will attend the training at their manager's request. Hours spent in a preceptor training program will be worked hours.
6. At the request of either party, the hiring of an educator in any technical bargaining unit cost center shall be added as a topic for discussion at a meeting of the Staffing Committee established in Article 20.
7. Bargaining unit employees in HIM who are in training (new role, new team, new service) shall not be required to fill in or assist with prior job duties for more than eight (8) weeks. An assignment longer than (8) weeks requires the consent of the bargaining unit employee.