

Article 11 – Seniority

A. Definition

1. UVMMC Seniority shall be defined as continuous employment with UVMMC or any of its predecessor organizations from the date of hire.
2. Cost Center Seniority shall be defined as continuous employment in a specific cost center within a department (for purposes of this article, see list of departments and cost centers in Appendix 3) in a non-management position, added to UVMMC Seniority. UVMMC will maintain the Cost Center and UVMMC Seniority lists. The VFNHP will have regular access to the lists.
3. Seniority shall mean UVMMC Seniority unless otherwise specified below:

<u>Article</u>		<u>Seniority Type Used</u>
12(C)	Vacancy / Job Posting	Hospital
12(F)	Internal Posting / Shift Schedule Preference	Cost Center
16	Layoff	Hospital
17	Recall	Hospital
18	Hours of Work / Staff Schedules	Cost Center
18A	Scheduling Vacations / CTO	Cost Center
18B	Summer CTO	Cost Center
19	Overtime	Cost Center
20A	Staffing Adjustments	Cost Center
37	Military Leave	Both are restored upon return from leave
38	Short Term Leave of Absence	Hospital
45	Parking	Hospital

B. Loss of Seniority

1. A bargaining unit employee will lose UVMMC and Cost Center Seniority when:

- a. The employee is terminated (voluntary or involuntary).
- b. The employee is laid off (see Article 17 – Recall).

2. A bargaining unit employee will lose Cost Center Seniority when:

- a. A bargaining unit employee transfers from one cost center to another cost center or takes a management position.

C. Restoration of Cost Center Seniority

Bargaining unit employees who leave a cost center or take on a management position within that cost center, but return to that cost center or to a non-management position within that cost center within one year shall have her/his Cost Center Seniority restored. Seniority for this purpose will be seniority at the date of last separation from the cost center or promotion into management. The parties may agree to extend the one-year time limit on a case-by-case basis.

D. Restoration of UVMMC Seniority

Bargaining unit employees who return to work at UVMMC within one year shall have UVMMC Seniority restored. Seniority for this purpose will be seniority at the date of termination. The parties may agree to extend the one-year time limit on a case-by-case basis.

Exception: CSR cost centers shall be combined for purposes of Cost Center Seniority, despite separate scheduling.

E. Exceptions

CSR cost centers shall be combined for purposes of Cost Center Seniority, despite separate scheduling.

If a bargaining unit Imaging Technologist regularly provides services in two or more modalities and transfers to a position in a cost center that provides the service of one of their modalities, their Cost Center Seniority date shall be the date on which they started providing services in the modality of that cost center.

Bargaining unit Imaging Technologists working in Diagnostic Outpatient Radiology, who previously worked in the now-dissolved orthopedic center, shall retain their Cost Center Seniority as if they had been working in Diagnostic Outpatient Radiology.