

Article 13 – Job Share

UVMMC and the VFNHP realize that job sharing may provide some bargaining unit employees with flexible work schedules, but the parties also realize that job sharing may not be appropriate for all positions. Thus, job sharing arrangements should reflect the unique requirements of different positions and departments. To that end, bargaining unit employees who wish to participate in a job share will submit to their supervisor, a proposal that outlines the terms and conditions of the arrangement. The supervisor will assess the proposal and notify the bargaining unit employee of the decision to approve or deny the proposal within 15 days after the proposal is submitted. If approved, the parties will draft an agreement to outline the specifics of the job sharing arrangement, consistent with this collective bargaining agreement. UVMMC will send a copy of all job sharing agreements to the VFNHP.