

## Article 14 - Job Security

### A. Job Erosion

UVMMC agrees not to utilize supervisors, agency employees, and/or other non-bargaining unit employees to perform bargaining unit work in such a manner that may result in layoffs of the bargaining unit or that eliminates bargaining unit positions or permanently replaces or reduces the hours of bargaining unit employees.

B. New Facilities - for newly created positions, see Article 12 - Job Posting.

### C. Job Functions

UVMMC and the VFNHP recognize the value of the work done by the bargaining unit employees. The parties also recognize the need for all employees to work collaboratively to deliver the highest quality, cost-effective patient care and service excellence. Bargaining unit employees will not be regularly required to do the functions of the ancillary departments.