

Article 15 – Work Preference

Preference for available bargaining unit work shall be given to bargaining unit employees over Agency/Travel employees. Bargaining unit work shall not include preference for individual patient assignments or specific work assignments. Agency/Travel employees may be utilized (i) for covering a leave of absence, (ii) for posted, unfilled vacancies, until a new hire has completed unit orientation, or (iii) for unanticipated staffing fluctuations on a temporary basis not to exceed 91 days. Agency/Travel contracts may be renewed as long as one of the above criteria remains satisfied. Agency/Travel employees shall not be used to eliminate bargaining unit positions, or to permanently replace or reduce the hours of bargaining unit positions. Prior to utilizing an Agency/Travel employee for any of the above criteria, UVMHC will offer a temporary assignment to any qualified per diem or part-time employee pursuant to Article 23.