

Article 22 – Wages

A. Effective with the first full payroll period that starts at least 15 calendar days after ratification, Step 23 will be added to the step scale, bargaining unit employees on Step 22 will move to Step 23, and all bargaining unit employees shall receive the wage rate set forth in the appended table corresponding with their position and step.

B. Annual Pay Increases for Fiscal Years 2024-2026

1. Effective with the first full payroll period in FY2024, all bargaining unit employees shall receive a 4% wage increase and eligibility for a step increase of 2%.
2. Effective with the first full payroll period in FY2025, Step 24 will be added to the step scale and bargaining unit employees in steps 1 to 23 shall receive a 3% wage increase and eligibility for a step increase of 2%.
3. Effective with the first full payroll period in FY2026, bargaining unit employees shall receive a 3% wage increase and eligibility for a step increase of 2%.
4. In any fiscal year, all bargaining unit employees who are not eligible for a step increase because they have reached the maximum step will get a lump sum bonus equal to 2% of the employee's total compensation for the prior fiscal year, payable in the first full payroll period of October.

C. Step Placement for New Hires (external and from internal, non-bargaining unit positions) (effective after this agreement is signed)

Newly hired bargaining unit employees will be placed on an appropriate step based on their years of experience (as calculated below).

For purposes of calculating years of experience, the following shall be used:

(1) Criteria:

- (a) Each step equals one year of experience
- (b) Step 1 = < 1 year experience, Step 2 = 1 year experience, Step 3 = 2 years, etc.

(2) Criteria Definitions:

- (a) All work experience in a position that is the same as the position at the University of Vermont Medical Center will count towards experience crediting, including all work experience in a position that requires the same or higher level certification.
- (b) Except as otherwise provided in this section B(2), each year of work experience that is not the same but is relevant in clinical content, technical content or operational content as reasonably determined by management will receive 50% credit.

- (c) Experience credit is determined by adding up all the years and months of experience, provided that such work consisted of an average of at least 20 scheduled hours per week.
- (d) Any time less than six months is rounded down, and time equal to or over six months is rounded up. Previous step or salary is not a consideration to step placement.
- (e) An individual rehired who has been gone from the organization for more than 12 months will be considered a new hire unless s/he is a recall from a layoff.
- (f) HIM Coding will receive 100% credit for experience in professional coding positions.
- (g) Professional Coding will receive 100% credit for experience in HIM coding positions.
- (h) Paramedics will receive up to five years of credit for any combination of EMT, AEMT, or AEMT-CC experience.
- (i) Transport EMT and ED Tech I will receive credit for EMT, AEMT, or AEMT-CC experience consisting of at least an average of 12 to 19 hours per week as follows: one year of credit for each year completed up to 5 years; half a year of credit for each year completed after 5.
- (j) Surgical Tech will receive up to one year credit for OR Assistant, CSR Tech, or Surgical Room Specialist experience.
- (k) CSR Tech will receive up to three years credit for CSR Assistant experience.
- (l) Ophthalmic Tech will receive up to 50% credit for Ophthalmic Assistant experience.
- (m) PSG Tech will receive 75% credit for experience in RT/RN positions.
- (n) PSG Tech will receive 75% credit for CNL Tech position, and CNL Tech position will receive 75% credit for PSG Tech position.
- (o) Respiratory Therapist will receive 100% credit for Ambulatory Therapist, and Ambulatory Therapist will receive 100% credit for Respiratory Therapist.
- (p) Hemodialysis Tech will receive 100% credit for Hemodialysis Tech Trainee experience.
- (q) Imaging Technologists will receive 100% credit for experience in technologist positions in Imaging Technologist modalities.

D. Step Placement for Different Positions within the Bargaining Unit

If a bargaining unit employee moves to a different position or pay range within the bargaining unit that is within the same career ladder, the employee will be placed in the new range based on the same step she/he maintained in the lower range.

If a bargaining unit employee moves to a different position or pay range within the bargaining unit that is not within the same career ladder, the employee will be placed on an appropriate step as determined by the new hire provisions in Section B above. If this causes the employee to lose pay, UVM Medical Center may, in its discretion, place the employee on the higher step.

E. Career ladders

At the request of either the VFNHP or UVMMC, the parties shall meet to negotiate the components of specific career ladders in any specific department or cost center within the bargaining unit.

F. Allied Health Bonus Program

Annually the University of Vermont Medical Center and VFNHP shall meet and discuss the positions eligible for a hiring bonus and the amount of such bonus, if any. No such program will be implemented without agreement by the VFNHP.

G. During the term of this agreement if a bargaining unit employee believes an employee newly hired into the same bargaining unit position has fewer or the same years of experience but is placed at a higher step, the existing employee may request that the University of Vermont Medical Center review the situation. Upon such request the University of Vermont Medical Center agrees to review the situation and make adjustments to the existing employee's step placement, if it determines that such adjustments are necessary.