

Article 23 - Differentials

A. Hourly bargaining unit employees will receive differential pay in addition to their base rate for all hours worked on evening, night, or weekend shifts.

Shift Definitions:

1. Evenings

All worked hours between 3:00 p.m. and 11:00 p.m., if the shift includes at least four hours between 3:00 p.m. and 11:00 p.m. or the entire shift is within the designated shift time period. Bargaining unit employees will be paid an hourly differential of two dollars and fifty cents (\$2.50). Effective the first full payroll period in FY24, the differential will increase to two dollars and seventy-five cents (\$2.75).

2. Nights

All worked hours between 11:00 p.m. and 7:00 a.m., if the shift includes at least four hours between 11:00 p.m. and 7:00 a.m., or the entire shift is within the designated shift time period. Bargaining unit employees will be paid an hourly differential of six dollars (\$6.00). Effective the first full payroll period in FY24, the differential will increase to six dollars and fifty cents (\$6.50).

3. Weekends

Worked hours between the beginning of the night shift (11:00 p.m.) on Friday and the conclusion of the evening shift (11:00 p.m.) on Sunday, bargaining unit employees will be paid an hourly differential of three dollars and fifty cents (\$3.50).

Weekend Shift Incentive: For the duration of this Agreement, bargaining unit employees in CSR cost centers meeting the eligibility criteria will receive a quarterly bonus of 3.5% of gross wages. When an evening shift or night shift is worked during the period designated as eligible for weekend differential, both applicable differentials will be paid.

4. Per Diem

When working as a per diem, bargaining unit employees will be paid an hourly differential of two dollars (\$2.00).

5. Charge

UVMHC shall pay a charge differential in all Imaging Technologist cost centers, Cost Centers 6100 and 6109 (CSR), Cost Center 1474 (Respiratory Therapy) and Cost Center 1053 (Emergency) to bargaining unit employees who are designated to assume the charge role. A charge differential of \$3.00 per hour is paid for all hours worked in the charge role.

6. Floating

All bargaining unit employees who make a commitment to volunteer to float to a different unit and are qualified to do so will be paid an hourly differential of two dollars (\$2.00) for all hours worked while floating, if they work at least four (4) consecutive hours on the other unit.

7. Respiratory Therapist Transport

UVMMC has a practice of paying a Respiratory Therapist Transport differential for “external transports” – when a respiratory therapist accompanies a patient in a UVM HealthNet Transport ambulance to or from UVMMC. The differential is 100% of the employee’s base hourly rate of pay. This rate is in effect starting when the transport leaves and ending when it returns. When a therapist does an external transport which extends beyond their scheduled shift and meets the requirements of their overtime rule, they will be paid 1.5 times their “transport” rate of pay.

8. Emergency Vehicle Officer

UVMMC has a practice of paying an Emergency Vehicle Officer differential of \$130 per pay period to an UVM HealthNet Transport employee for performing vehicle maintenance duties.

9. Temporary Assignment Bonus

Any per diem or part-time employee who agrees to a full-time or part-time temporary assignment for a limited, pre-determined, pre-scheduled duration of at least eight (8) weeks will receive a lump sum bonus at the conclusion of the temporary assignment. For a temporary assignment of 72 hours/pay period or greater, the lump sum bonus will equal \$300 per pay period. For a temporary assignment of less than 72 hours/pay period, the lump sum bonus will be prorated to reflect the additional hours assigned to the employee. To receive the lump sum bonus, the employee must not miss more than three (3) scheduled days during the assignment. Cost center seniority shall determine selection among qualified applicants for temporary assignments. Hours worked by per diem employees during a temporary assignment will still count as per diem hours under the provisions of Article 9.

10. End of the Day in Ambulatory Clinics and non-24/7 Procedural Areas

When a bargaining unit employee in an ambulatory clinic or a non-24/7 procedural area is required to work past their regularly scheduled shift for a direct patient care issue that requires the scope and skill of the bargaining unit employee, which cannot reasonably be reassigned, the bargaining unit employee will be paid a differential that is 100% of their base hourly rate for all hours worked past their scheduled shift.

11. Preceptor Differential

Effective the first full payroll period in FY24, UVMMC shall pay a technical bargaining unit employee assigned by UVMMC to act as the assigned preceptor for a new department employee from the technical or nurse bargaining unit during that employee’s orientation period or for Traveler/Agency staff. The differential shall be two dollars (\$2.00) per hour for all hours worked while performing this role. This differential will also apply when an employee in the charge role is precepting another employee to take on the charge role. UVMMC will select preceptors based on skill and ability. Employees may be required to attend preceptor training in order to qualify for preceptor pay.

12. Other Differentials

To the extent there is a past practice of paying any other differentials that were not discussed in any way during negotiations, UVMMC will pay bargaining unit employees such differential consistent with past practice.

