

Article 4 -Union Access

A. UVMC will provide the VFNHP with access to a conference room one day a month, on mutually agreed upon dates and times. The parties agree that this provision is the same meeting time as provided in the contract for the RNs and LPNs, and that it does not provide for an additional meeting. The VFNHP may hold meetings only in the designated room provided.

- These VFNHP meetings are not open to non-bargaining unit employees.
- Such on-site meetings will not address the organizing of additional units, the expansion of the current unit, or strike issues.
- No one shall attend such VFNHP meetings on work time. Bargaining unit employees may attend during their break time.

B. VFNHP representatives, not UVMC employees, who want access to any UVMC area other than this meeting room will get prior approval from Director of Employee & Labor Relations, or his/her designee, which will not be unreasonably denied.

C. The VFNHP will be provided with one bulletin board per cost center where collective bargaining unit employees work. Such bulletin board will be located in the employee lounge/locker room area, or in a location to be mutually determined by the VFNHP and UVMC.

In addition, the VFNHP will be provided with the same three locked bulletin boards as provided in the contract for the RNs and LPNs.

A courtesy copy of all posted material shall be submitted to the Director of Employee & Labor Relations, or his/her designee, prior to, or at the same time as, posting. These bulletin boards will at all times carry a label clearly identifying them as VFNHP space for use and disclaiming any UVMC responsibility for any matter posted on them. No notices or other materials may violate law or be personally derogatory or demonstrably untrue.

D. A VFNHP steward shall have up to thirty (30) minutes to orient newly hired bargaining unit employees to the VFNHP during orientation at a time designated by UVMC. The bargaining unit employee shall be paid for the time spent in orientation with a VFNHP Representative. The VFNHP will provide UVMC with copies of all materials presented to bargaining unit employees during orientation. The VFNHP will be notified at least one (1) week in advance of the date, time and place of orientation.

E. UVMC will reimburse bargaining unit employees up to a 400 combined total hours per fiscal year at the bargaining unit employee's base pay rate (not including other payments such as differentials) for VFNHP activities related to this bargaining unit ,such as investigation of grievances, training for grievance representation, collective bargaining, and Weingarten representation. Up to 200 unused hours in any fiscal year will be added to the total of the next fiscal year. If hours are exhausted in any fiscal year, the Union may use hours from the following fiscal year.

The time must be coded as Union Time for payroll purposes and will not be used to calculate overtime rate. All requests for Union Time must be submitted by the Union to UVMC Labor Relations. Union Time is not considered work time for any purpose including calculation of overtime, night, or weekend incentive payments.

The union may request that a bargaining unit employee may take unpaid time off to participate in an arbitration related to this agreement. Such requests will not be unreasonably denied.

F. When a technical employee holds the position of Union President Vice President, Tech Vice President, or Grievance Chair, the employee may request to reduce their hours or change status to part-time of no less than 0.5 FTE in order to fulfill the duties of their union position. During any single term in a union position, the employee's request for a reduced schedule may be approved no more than once: The request must be submitted at least 8 weeks before the proposed schedule change. Upon the request of the employee, UVMC will restore the employee to the same position and schedule/shift, so long as the employee works in an area with at least 10 committed hours bargaining unit employees in the employee's same job family. If the employee works in an area with less than 10 committed hours bargaining unit employees in the employee's job family, the employee shall be offered the next vacancy within the employee's title subject to any other legal obligations.