

Article 10A – Orientation

A. Preceptor Training

The assigned preceptor is defined as the bargaining unit employee assigned to oversee the orientation of another employee; including an employee on orientation, a new traveler in the department, or a new charge nurse. When available, bargaining unit employees will be prioritized over travelers to fulfill the preceptor role. All bargaining unit employees scheduled as preceptors will have the opportunity, at their manager's discretion, to attend the established UVMMC Preceptor Workshop. If a bargaining unit employee is asked or assigned to fill the role of the assigned preceptor, but has not yet taken the preceptor class, the differential will still be paid. Hours spent in the training program will be worked hours.

The Preceptor Differential does not apply for existing employees getting training, nursing students or a refresher period for an existing employee.

B. Unit Orientation

1. Each unit will collaborate with their manager to develop, their unit orientation, including provisions for orienting traveler nurses, new graduate nurses and experienced nurses.
2. The orientation plan for each bargaining unit employee will not be extended or shortened by the Manager without discussion with the employee in collaboration with the preceptor and the unit nurse educator or the unit council responsible for unit orientation if no nurse educator exists on the unit.