

Article 11 – Seniority

A. Definition

1. UVMHC Seniority shall be defined as continuous employment at UVM Medical Center from the date of hire.
2. Unit Seniority shall be defined as continuous employment on a unit/cost center in a bargaining unit position added to UVMHC seniority. UVMHC will maintain the unit and UVMHC seniority lists. The VFNHP will have regular access to the lists.
3. Seniority shall mean UVMHC seniority unless otherwise specified below:

<u>Article</u>		<u>Seniority Type Used</u>
12	Vacancy / Job Posting	UVMHC Seniority
12A	Internal Posting Shift / Schedule Preference	Unit Seniority
16	Layoff	UVMHC Seniority
17	Recall	UVMHC Seniority
18	Hours of Work / Staff Schedules:	Unit Seniority
18A	Scheduling Vacations / CTO	Unit Seniority
18B	Summer CTO	Unit Seniority
19	Overtime	Unit Seniority
20A	Staffing Adjustments	Unit Seniority
37	Military Leave	Both are restored upon return from leave
38	Short Term Leave of Absence	UVMHC Seniority
45	Parking	UVMHC Seniority

B. Loss of Seniority

1. A bargaining unit employee will lose UVMHC and unit seniority when:
 - a. The employee is terminated (voluntary or involuntary).
 - b. The employee is laid off (see Article 17 – Recall).
2. A bargaining unit employee will lose unit seniority when:
 - a. A bargaining unit employee transfers from one unit to another unit.

C. Restoration of Unit Seniority

Bargaining unit employees who leave a bargaining unit position in a unit, but return to that unit in a bargaining unit position within one (1) year shall have her/his unit seniority restored. Seniority for this purpose will be seniority at the date of last separation from the bargaining unit. The parties may agree to extend the one-year time limit on a case-by-case basis.

D. Restoration of UVMMC Seniority

Bargaining unit employees who return to work in a bargaining unit position within one year shall have UVMMC seniority restored. Seniority for this purpose will be seniority at the date of termination. The parties may agree to extend the one-year time limit on a case-by-case basis.