

## **Article 15 – Work Preference**

Preference for available bargaining unit work shall be given to bargaining unit employees over Agency nurses. Bargaining unit work shall not include preference for individual patient assignments. Agency nurses may be utilized (i) for covering a leave of absence, (ii) for posted, unfilled vacancies until the new candidate has completed unit orientation, or (iii) for unanticipated staffing fluctuations on a temporary basis. Agency contracts with individual Agency nurses may be renewed so long as one of the above restrictions remains satisfied, for not more than four (4) consecutive contracts or one calendar year, whichever is less. If needed, UVMMC may extend the Agency nurse for one more contract not to exceed 16 weeks after consulting with the Union. Any further extensions must be agreed to by the Union. Agency nurses who have met their maximum allowed consecutive contracts may return as contracted staff after a nine-month hiatus. Agency nurses shall not be used to eliminate bargaining unit positions, or to permanently replace or reduce the hours of bargaining unit positions. Prior to utilizing an Agency nurse, the Medical Center will offer the temporary assignment, including leaves of absence, first to per diems as provided in Article 9, then to part time employees per Article 23, Section 15.