

## Article 22 – Wages

### H. Pay – RN/LPN/APRN

1. Effective the second full payroll period after ratification of this Agreement, RN/LPN/APRN bargaining unit employees will receive a five percent (5%) increase.
2. FY2025. Effective the first payroll period in FY2025, RN/LPN/APRN bargaining unit employees will receive a four percent (4%) pay range increase and will be eligible for a step increase. In addition, UVMCC will add one step to the top of the wage range.
3. FY2026. Effective the first payroll period in FY 2026, RN/LPN/APRN bargaining unit employees, will receive a three percent (3%) increase and will be eligible for a step increase. In addition, UVMCC will add one step to the top of the wage range.
4. FY2027. Effective the first payroll period in FY2027, RN/LPN/APRN bargaining unit employees, will receive a five percent (5%) increase and will be eligible for a step increase. In addition, UVMCC will add one step to the top of the wage

### B. Lateral Job Change

A lateral change is when a bargaining unit employee moves from one job to another in the same pay range. A lateral transfer will result in no salary change.

### C. Promotion

Except as provided in Section E and J below, a promotion occurs when a bargaining unit employee accepts a position in a higher salary range. To determine their new salary, the bargaining unit employee will be placed in the new range based on the same step they maintained in the lower range.

### D. LPN to RN Promotions

For purposes of being placed on a step in the salary range, bargaining unit LPN's who attain RN licensure will be credited with one-half year of credit for each year of LPN experience. LPN's who have attained their RN licensure since July 2003 will receive similar treatment.

### E. Demotion

A demotion occurs when a bargaining unit employee voluntarily or involuntarily accepts a position in a lower salary range. To determine their new salary, the bargaining unit employee will be placed in the new range based on the same step they maintained in the higher range. This provision does not apply to layoffs under Article 16.

F. Hiring Guidelines (External Hires; Internal see Sections C, D, E, and I)

1. Criteria
  - a. Each step equals one (1) year of experience
  - b. Step 1=<1 year experience, Step 2=1 year experience, Step 3=2 years, etc.
2. Criteria Definitions
  - a. All work experience in a position requiring Registered Nurse or LPN licensure will count toward experience crediting.
  - b. Experience credit is determined by adding up all the years and months of applicable experience.
  - c. Any time less than six months is rounded down to the step, and time = to or over is rounded up to the next step. Previous step or salary is not a consideration to step placement.
  - d. An individual rehired who has been gone from the organization for more than 12 months will be considered a new hire unless they are a recall from a layoff.
  - e. Only previous RN and LPN experience will be considered for RN positions.
  - f. All previous RN and LPN experience will be considered for Clinical Nurse Specialist positions.
  - g. All previous RN and LPN experience will be considered for Nurse Educator positions.
  - h. LPN experience for RN positions will be based on the formula in Section E above.
  - i. Nurse Practitioner (NP), Neonatal Nurse Practitioner (NNP) and Certified Nurse Midwife (CNM) will have previous RN experience credited as follows: one step for every two years of previous RN experience.
  - j. Effective for any new hires after July 9, 2024: Except as otherwise provided herein, each year of prior direct patient care experience that is relevant in clinical content will receive 50% credit. The number of steps credited will be no greater than 3. In addition, new hires who are current UVMMC employees and moving into a position with a higher pay range will be placed on a step where the hourly rate is not less than their current UVMMC rate of pay.

G. New Registered Nurse Bonus Program

Annually UVMHC and VFNHP shall meet and negotiate over a New Registered Nurse Bonus Program (External Hires). No such program will be implemented without agreement by the VFNHP.

#### H. Special Pay Practices for Exempt Nurses

An exempt nurse is eligible for additional compensation when they work an approved extra shift in their primary job or as a staff nurse. Extra shifts will be compensated according to the following Exempt Special Pay (ESP) rules:

1. For purposes of this Section, Hours Worked includes all hours scheduled and actually worked. It includes all regularly scheduled and ESP hours, but it does not include CTO hours and other non-worked hours such as Jury Duty or Bereavement Leave. It also does not include hours worked beyond a regularly scheduled, exempt shift.
2. If the Hours Worked (as defined by H(1) above) total 80 hours or less in a pay period, the pay for any ESP hours will be at the employee's regular rate of pay.
3. If the Hours Worked (as defined by H(1) above) exceeds 80 hours in a pay period, the pay for the ESP hours in excess of 80 hours will be paid at one and one half times the employee's regular rate of pay.
4. Compensation for ESP extra shift(s) will be based on actual hours worked. Hours worked will be recorded by the employee in a unit-based Kronos exception log book.
5. ESP shifts will be eligible for all shift differentials as noted in Article 23 of the CBA, with the exception of float and resource differentials.
6. Exempt nurses are eligible for on-call pay and holiday pay (if required to work on the holiday) in accordance with the CBA.
7. A non-bargaining unit, non-management exempt employee who wishes to pick up a shift as a staff nurse may do so under the provisions of the Exempt Special Pay practices. For purposes of calculating the rate of pay, the employee will be assigned a secondary position (an RNII, bargaining unit position) and will be placed on the appropriate step based on their years of experience. (Following the rules for step placement in the CBA.)
8. Effective with the first full payroll period in FY23, exempt RNs are eligible for urgent pay if they satisfy all of the other requirements in Article 19.

#### I. Internal Promotion from RN to NP/NNP/CNM

For purposes of being placed on a step in the salary range, bargaining unit RNs who are promoted to an NP, NNP, or CNM position will be credited with one-half year of credit for each

year of RN experience. If the salary of the resulting step is less than the bargaining unit employee was earning as an RN, then the bargaining unit employee will be placed into a step in the NP, NNP, or CNM salary range which is closest to their current rate of pay as an RN without decreasing the current rate.

#### **APRN Side Letter**

The parties agree to meet within 4 months of ratification to review wage compression for APRNs. The parties agree to review the APRN hiring guidelines and APRN step progression and make adjustments of existing APRNs consistent with new guidelines, retroactive to effective date of CBA. In addition, UVMMC agrees that APRN on call considerations will be added to the discussions outlined in Article 46A.

#### **CNL Side Letter**

Effective the first payroll period upon ratification, UVMMC agrees to move bargaining unit employees in the CNL position to pay band U24.

#### **Hiring Guidelines Section 22.F.j. Implementation Side Letter**

UVMMC agrees to apply Section 22.F.j. and adjust the step as appropriate to any existing bargaining unit employees hired after January 1, 2024, according to the following procedure. Bargaining unit employees shall notify UVMMC within three months of ratification if they believe their years of service needs to be adjusted. UVMMC shall have up to three months to respond. If an increase in steps is warranted, the increase will take effect prospectively, in the first full pay period after UVMMC confirmation.