

## Article 32 – Combined Time Off

A. The Combined Time Off (CTO) program provides bargaining unit employees with paid time off consistent with their position and length of service and encourages flexibility in usage of paid time off through scheduled and unscheduled absences, as well as a cash-in provision. All full-time, part-time and regularly scheduled special bargaining unit employees are eligible to accrue CTO hours.

1. Eligible bargaining unit employees will begin accruing CTO from the start of employment at UVMMC or the effective date of entering an eligible status at UVMMC. If a bargaining unit employee transfers to UVMMC from another position within the University of Vermont Health Network (UVMHN), they may carryover eighty (80) unused CTO hours from their previous position; and, for any person hired after 10/1/2024, they will accrue CTO at a level that includes their consecutive time worked at another position within UVMHN. New bargaining unit employees without any CTO may borrow up to 24 hours of CTO during their first six months of employment for holidays or other unscheduled events (like an illness).
2. Eligible bargaining unit employees accrue CTO each pay period on the basis of paid hours. The maximum number of paid hours on which CTO is accrued is eighty (80) hours per pay period.
3. CTO is not accrued on workers' compensation, CTO cash-in, Flex Time Off (FTO), short-term disability, long-term disability, leaves of absences, floating holiday, or during an unpaid absence.
4. The accrual rates for eligible bargaining unit employees are based on length of continuous eligible service and position classification.
5. The maximum amount of CTO hours that can be accrued in a bargaining unit employee's CTO bank is one and one half (1.5) times the individual bargaining unit employee's annual accrual. Once this amount is reached, no more CTO hours will be accrued until the CTO hours in the bank are below this maximum amount. The maximum allowed accrual is prorated for part-time bargaining unit employees based on their standard hours.
6. When a bargaining unit employee's authorized hours are reduced, their CTO bank will be compared to the new maximum CTO allowed. If the CTO hours bank is over the new maximum, the excess CTO hours plus two (2) pay periods' worth of CTO accrual hours (based on the new accrual rate) will automatically be cashed out to make the bargaining unit employee's CTO bank below the new maximum. This will allow the bargaining unit employee to continue to accrue CTO hours. This payment will be included in the next paycheck. This cash out does not affect the bargaining unit employee's eligibility for the CTO cash-in (see CTO Cash-in Section).

<b>UNIVERSITY OF VERMONT MEDICAL CENTER CTO ACCRUAL CHART*</b>					
<b>Tier 1</b>	<b>Auth. Hrs Per Pay Period</b>	<b>Estimated Accrual Pay Period</b>	<b>Estimated Accrual Annual-Day</b>	<b>Estimated Accrual Annual-Hourly</b>	<b>Maximum CTO Hrs Allowed</b>
<b>208 CTO Accrual Plan</b>	80	7.978	26	208	312
	75	7.479	24	194	291
	72	7.18	23	187	281
	64	6.382	21	166	249
	56	5.585	18	145	218
	48	4.787	16	124	186
	40	3.989	13	104	156
	32	3.191	10	83	125
	24	2.393	8	62	93
	16	1.596	5	41	62
	8	0.798	3	21	32
0-5 yrs service					
Hourly Accrual Factor = .099726					

<b>UNIVERSITY OF VERMONT MEDICAL CENTER CTO ACCRUAL CHART*</b>					
<b>Tier 2</b>	<b>Auth. Hrs Per Pay Period</b>	<b>Estimated Accrual Pay Period</b>	<b>Estimated Accrual Annual-Day</b>	<b>Estimated Accrual Annual-Hourly</b>	<b>Maximum CTO Hrs Allowed</b>
<b>248 CTO Accrual Plan</b>	80	9.512	31	248	372
	75	8.918	29	232	348
	72	8.561	28	223	335
	64	7.61	25	198	297
Non-Exempt 5+-10 yrs service	56	6.659	22	173	260
	48	5.707	19	148	222
	40	4.756	15	124	186
Exempt 0-5 yrs service	32	3.805	12	99	149
	24	2.854	9	74	111
	16	1.902	6	49	74
	8	.951	3	25	38
Hourly Accrual Factor = .118904					

**UNIVERSITY OF VERMONT MEDICAL CENTER CTO ACCRUAL CHART\***

Tier 3	Auth. Hrs Per Pay Period	Estimated Accrual Pay Period	Estimated Accrual Annual-Day	Estimated Accrual Annual-Hourly	Maximum CTO Hrs Allowed
<b>288 CTO</b>	80	11.047	36	288	432
<b>Accrual Plan</b>	75	10.356	34	268	404
	72	9.942	32	258	387
Non-Exempt 10+ yrs service	64	8.837	29	230	345
	56	7.733	25	201	302
Exempt 5+ yrs service	48	6.628	22	172	258
	40	5.523	18	144	216
Hourly Accrual Factor = 1.38084					

**B. Use of Combined Time Off (CTO)**

1. Paid Time Off for hourly bargaining unit employees:

CTO will be used for scheduled absences including holidays (subject to Section 3), planned personal days and all unscheduled absences. CTO must be used to supplement a bargaining unit employee's worked hours so that the total paid hours in any pay period are equal to their authorized hours, except in cases required by law. CTO hours may not be used to cover cancelled extra shifts. If a bargaining unit member has a scheduled absence due to union related work, the Union may request that they get paid out of the union bank of hours instead of their CTO bank. Such requests shall not be unreasonably denied.

2. Paid Time Off for Exempts:

CTO will be used for all scheduled and unscheduled absences in increments of four hours. CTO must be used to supplement a bargaining unit employee's worked days so that the paid days in any pay period are equal to authorized hours, except in cases permitted by law. Notwithstanding the above, exempt bargaining unit employees shall be paid their guaranteed weekly salary except where otherwise permitted by law.

3. Holidays:

CTO will be used when a bargaining unit employee's regularly scheduled workday falls on a UVMMC designated holiday. CTO is not used when a bargaining unit employee is not regularly scheduled to work the holiday. Each calendar year, bargaining unit employees who work in a cost center that is closed for a holiday may elect to work independently with prior supervisor approval or

may take it unpaid without using CTO. None of these requirements shall decrease an existing practice.

4. New Bargaining Unit Employees:

Eligible bargaining unit employees will accrue CTO hours from the date of hire.

5. Unless a bargaining unit employee is transferring to a new position within the UVMHN, then upon termination a bargaining unit employee will be paid for all CTO remaining in their CTO bank at one hundred percent (100%) of its value, and in accordance with tax laws and IRS regulations. The value is calculated using the bargaining unit employee's base rate. If a bargaining unit employee transfers to a new UVMHN position, they will carryover up to eighty (80) unused CTO hours and any hours in excess of eighty (80) will be paid to the employee pursuant to this section.

6. For use of CTO time when bargaining unit employees are sent home during periods of low census, see Article 20A.

### C. CTO Cash-In

Each December, a full or part-time bargaining unit employee can elect to cash-in accrued CTO hours during the following calendar year based on UVMHC's Combined Time Off (CTO) Cash-In Program. This program allows bargaining unit employees to cash in unused CTO hours based on the program parameters.

1. To elect CTO cash-in for the following calendar year the bargaining unit employee must make an election to do so during the Open Enrollment period. This election will include the cash-in date (selected from pre-established quarterly dates) on which the payment will be made.
2. In a calendar year, the bargaining unit employee may cash in no more than their biweekly-authorized hours, (as indicated in the HR database on January 1).
3. The election is binding for the full calendar year and cannot be changed. The elected CTO hours will be deducted from the bargaining unit employee's accrued CTO bank January 1st, regardless of when the actual cash-in occurs. Any hours to be cashed in must be available on January 1.
4. In order to take advantage of this Cash-In feature, the bargaining unit employee must have a minimum of forty (40) hours of accrued CTO remaining in their bank after the elected and approved CTO hours have been deducted. In determining if the forty (40) hours minimum will be remaining in the bargaining unit employee's bank, the bargaining unit employee must take into account any CTO sold through the Benefit Plan and any CTO hours taken during the holiday time at the end of each year.

5. The value of the bargaining unit employee's CTO hours will be set as of January 1st, regardless of when the actual cash in occurs.
6. If the bargaining unit employee terminates employment prior to receiving all the approved elected cash-in hours, the hours will be paid out in conjunction with the final paycheck.

D. If UVMC improves the CTO benefits for non-bargaining unit employees during the term of this Agreement, such improvements shall also be applied to the CTO benefits for bargaining unit employees.