

**Temporary Agreement: Scheduling Supplement Pay  
Between  
The University of Vermont Medical Center ("UVMCMC") and  
The Vermont Federation of Nurses and Health Professionals ("VFNHP")**

VFNHP and UVMCMC agree to the following terms for bargaining unit employees covered by the Nurse and Technical Collective Bargaining Agreements.

This agreement will be in effect between October 1, 2023 and November 26, 2023.

1. At the discretion of a department leader, Scheduling Supplement Pay ("SSP") can be offered for open holes at the time of schedule posting.
2. SSP will be paid at two (2) times the bargaining unit employee's base rate, but does not include the doubling of any differentials.
3. Committed hour bargaining unit employees will be eligible after meeting their committed hours with a combination of worked or Scheduled CTO. (SSP hours cannot be used to get to committed hours).
4. Per Diem bargaining unit employees must have worked at least 24 non-SSP hours in a pay period to be eligible for SSP. Hours worked as an APRN, or other salaried positions, count towards the 24-hour minimum.
5. Any bargaining unit employee who misses scheduled work is not eligible for SSP pay during that same pay period. However, SSP pay will not be denied for any pay period for a single absence, which does not exceed four and one-half hours.
6. If entire shift is identified as SSP than entire shift will be paid as SSP if the requirements above are met.
7. SSP cannot be used to cover vacations or leave of absences that occur after posting of initial schedule.
8. The awarding SSP shifts will be on a first come-first serve basis.

This agreement may be reviewed at the conclusion of the temporary time period and extended upon mutual agreement by both parties.

For UVMCMC: *Kiki Stetzel*

Date: 9/21/23

For VFNHP: *Deb Sull*

Date: 9/22/23