

SIDE LETTER AGREEMENT

This side letter agreement is made and entered into as of June 9, 2025 by and between The University of Vermont Medical Center ("UVMHC" or the "Employer") and the Vermont

Federation of Nurses and Health Professionals, AFT VT, AFL-CIO Local 5221 ("VFNHP" or the "Union"). This agreement shall be considered a side letter to the existing collective bargaining agreement with the Technical Bargaining Unit (the "Tech CBA"). Except as otherwise set forth in this agreement, the existing Tech CBA shall apply in full to the technical employees newly added to Article 2 – Recognition, for whom VFNHP is the sole and exclusive bargaining representative.

Any provisions referencing Laboratory cost centers in this side letter agreement apply only to bargaining unit employees in the positions added to Article 2, Recognition.

If any provisions of this agreement conflict with the Tech CBA, the provisions set forth in this side letter agreement shall prevail.

Vicki Stetzel
On behalf of UVMHC

On behalf of VFNHP

6/10/2025
Date

Date

Article 2 – Recognition (**Agreed**)

Article 2 of the Tech CBA shall be amended as follows to include the bargaining unit employees newly recognized by the below language:

The University of Vermont Medical Center recognizes VFNHP as the sole and exclusive bargaining representative with respect to the terms and conditions of employment for the following unit: All full-time, regular part-time and per diem technical employees of the University of Vermont Medical Center in the positions listed below table and wage chart appended to this agreement, who work in a UVMHC cost center at locations assigned by UVMHC.

Non-Imaging Technical Employees	Imaging Technologists
Ambulatory Respiratory Therapist I	3D Imaging Technologist
Ambulatory Respiratory Therapist II	Breast Imaging Clinical Specialist
Ambulatory Respiratory Therapist III	Cardiac Device Technician
Anesthesia Tech	Cardiology Technician
Biomedical Engineering Spec	Cardiology Technician II
Blood Bank Prep Technician	CT Technologist
Central Programs Trainer	CT Technologist Lead
Certified Ophthalmic Assistant	CT Technologist Senior
Certified Ophthalmic Medical Technologist	CT/NM Imaging Technologist
Certified Ophthalmic Technician	Imaging Research Technologist
Certified Surgical First Assist	Interventional Radiology Tech Lead
Certified Surgical Technologist	Interventional Radiology Tech
Charge Medical Lab Scientist	Interventional Radiology Tech Senior
Clinical Lab Andrologist	Lead MRI Technologist
Clinical Lab Embryologist	Mammography Lead Technologist
Clinical Lab Embryologist Sr	Mammography Specialist
Clinical Research Coordinator I	Mammography Technologist
Clinical Research Coordinator II	Monitoring Services Coordinator

Clinical Research Coordinator II - NE	MRI Technologist
Clinical Research Coordinator III	MRI Technologist Educator
Clinical Research Coordinator III - NE	MRI Technologist Senior
Clinical Trials Specialist	Multi-Modality Technologist
CNL Technologist I	Nuclear Med Technologist Sr
CNL Technologist II	Nuclear Med Technologist
CNL Technologist III	Nuclear Med Technologist - Exempt
CNL Technologist IV	Radiology Clinical Instructor
CNL/PSG Technician Trainee	Radiology OR Specialty Technologist
Critical Care Transport Paramedic I	Radiology Research Coordinator
Critical Care Transport Paramedic II	Radiology Technologist
Critical Care Transport Paramedic III	Radiology Technologist Lead
Critical Care Transport Paramedic IV	Radiology Technologist Osteoporosis
CSR Tech I	Radiology Technologist Sr
CSR Tech II	Sonographer
CSR Tech III	Sonographer Advanced
CSR Tech IV	Sonographer Associate
Cytology Prep Technician	Sonographer Lead
Cytology Prep Technician Lead	Sonographer Senior
ED Mental Health Technician	Radiation Therapist
ED Mental Health Technician – Advanced	Radiation Therapist Lead
Emergency Department Tech	Lead Clinical Instructor - Radiation Oncology
Emergency Department Tech II	
Emergency Department Tech III	
Endoscopy Procedural Assistant I	
Endoscopy Procedural Assistant II	
Grossing Technician	
Hemodialysis Sr Technician	

Hemodialysis Tech Certified	
Hemodialysis Tech Certified - ESP	
Hemodialysis Technician	
Histotechnician	
Histotechnician OP	
Histotechnician Sr	
Histotechnologist	
Histotechnologist Charge	
Histotechnologist Sr	
HIM Coder Associate	
HIM Coder Sr	
HIM Coder Staff	
Lab Compliance Analyst	
Laboratory Educator	
Laboratory Prep Technician	
Lead Specimen Processing Technician	
Laboratory Technician	
Medical Aesthetician	
Medical Lab Scientist I	
Medical Lab Scientist II	
Medical Lab Scientist III	
Mental Health Tech/Unit Sec	
Microbiology Prep Technician	
Ophthalmic Assistant	

Ophthalmic Photographer	
OR Equip Spec/Laser Safety	
Pharmacy Inventory/Compliance Specialist	
Pharmacy Lead Technician	
Pharmacy Outpt Tech Sr Certified	
Pharmacy Tech Certified IP	
Pharmacy Tech Certified OP	
Pharmacy Tech III Specialist IP	
Pharmacy Tech Spec Certified OP	
Pharmacy Tech Trainee IP	
Pharmacy Tech Trainee OP	
Pharmacy Technician II IP	
Pharmacy Technician II IP – Exempt	
Professional Coder - Associate	
Professional Coder - Senior	
Professional Coder - Staff	
PSG Technologist I	
PSG Technologist II	
Respiratory Equipment Technician	
Respiratory Therapist I	
Respiratory Therapist II	
Respiratory Therapist III	
Senior Laboratory Prep Technician	
Senior Microbiology Prep Technician	
Sleep Center Clinic Tech	
Specialty Pharmacy Patient Care Coordinator	
Specimen Processing Technician I	
Specimen Processing Technician II	

Surgical Technician	
Surgical Technician II	
Transport AEMT	
Transport EMT	
Transport Paramedic	
UNHS Technician	

The bargaining unit excludes all other employees, confidential employees, casual employees, managerial employees, guards, and supervisors as defined in the Act. References to VFNHP or President throughout this agreement refer only to the bargaining unit described in this agreement.

Article 4 – Union Access (**Agreed**)

With the addition of Laboratory Scientists and Radiation Therapists, Article 4(E) of the Tech CBA shall be considered amended as follows:

E. UVMMC will reimburse bargaining unit employees up to 525 combined total hours per fiscal year at the bargaining unit employee's base pay rate (not including other payments such as differentials) for VFNHP activities related to this bargaining unit, such as investigation of grievances, training for grievance representation, collective bargaining, and Weingarten representation. Up to 300 unused hours in any fiscal year will be added to the total of the next fiscal year. If hours are exhausted in any fiscal year, the Union may use hours from the following fiscal year. The time must be coded as Union Time for payroll purposes and will not be used to calculate overtime rate. All requests for Union Time must be submitted by the Union to UVMMC Labor Relations. Union Time is not considered work time for any purpose including calculation of overtime, night, or weekend incentive payments. The union may request that a bargaining unit employee may take unpaid time off to participate in an arbitration related to this agreement. Such requests will not be unreasonably denied.

Article 9 – Per Diem (**Agreed**)

Article 9(A) shall be considered amended as follows:

- A. To be a per diem bargaining unit employee in any Imaging Technologist cost center, Respiratory Therapy, Critical Care Transport, the OR, the Emergency Department, Inpatient and Outpatient Pharmacy, Specialty Pharmacy, Home Infusion Pharmacy, Endoscopy, Inpatient Psychiatry, Dermatology, Reproductive Endo & Infertility, and any Laboratory cost center, the following minimum scheduled work commitments must be met:

Article 9(E) shall be considered amended as follows:

- E. Any committed hours employees who requests to become a per diem in the unit they are currently employed in may do so and shall not be unreasonably denied, so long as there is a posted vacancy and the preference card process is followed according to Article 12. Respiratory Therapy, Critical Care Transport, the OR, the Emergency Department, and each Imaging Technologist cost center with at least seven (7) bargaining unit FTEs shall have a minimum of one per diem position per seven (7) FTEs, except that Radiation Therapy shall have a minimum of one per diem position per four (4) FTEs.

Article 18 – Hours of Work/Schedules (**Agreed**)

Employees in the Radiation Therapy cost center and night-shift Medical Lab Scientists shall be considered added to the list set forth in Article 18(K)(2) regarding bargaining unit employees permitted to work “straight shifts.”

Employees in the Radiation Therapy cost center will have set end times for their shifts, rather than being scheduled to “end of day.”

Article 18(K) shall be considered amended as follows:

K. Past Scheduling Practices

1. HIM Coding, Professional Coding, Ophthalmology, Pulmonary, VCH Pulmonary, Renal, Sleep Center, and all Laboratory cost centers.

- a. These Departments will continue their current weekend scheduling practices. Additionally, the provisions in Section H on maximum and minimum consecutive shifts shall not apply to Laboratory cost centers, with the exception of the ART Lab.

3. UVMMC will post bench schedules in Laboratory cost centers no later than the Wednesday prior to each workweek. Bench schedules will be subject to change as necessary to meet operational demands.

Article 18(L) shall be considered amended as follows:

2. Once the schedule is posted, it is the responsibility of the bargaining unit employee to find coverage for their shift. When a Laboratory cost center has sufficient staff available, as determined by UVMMC, an employee may request that the requirements of this Section be waived and such request will not be unreasonably denied. Coverage must be approved in advance by the Manager, or Supervisor.

5. In Laboratory cost centers, employees may request to work an alternate day within the same pay period, provided the cost center otherwise has sufficient staff available as determined by the

employee's Manager or Supervisor. The approval of requests submitted pursuant to this Section shall be within UVMHC's sole discretion.

6. Any Time Changes or Shift Coverage under this Section that creates overtime must be pre-approved.
7. If a Unit Staffing Collaborative Project is completed for any Laboratory cost center, the minimum staffing required by the USC project will be considered as "sufficient staff" for the purposes of this Section.

Article 18A – Scheduling Vacations/CTO (**Agreed**)

Article 18A(C) of the Tech CBA shall be amended as such:

C. Holiday Rotation

1. Holidays off will be rotated as equally as possible to afford each bargaining unit employee a fair share of the holidays off. In Laboratory cost centers, these holiday rotation requirements shall extend to the following weeks: (a) Vermont school vacation weeks in February and April; (b) the week of Thanksgiving; and (c) the week between December 24 and January 1.

Article 19 – Overtime (**Agreed**)

Article 19 of the Tech CBA shall be amended as such:

- A. Overtime cannot be worked without prior supervisory approval, except in an occasional situation when the bargaining unit employee is involved in direct patient care and/or laboratory testing that must be completed the day of the employee's shift and is unable to notify their supervisor but will do so as soon as practicable or on the Exception Sheet.

- F. Urgent pay is specifically designed to provide additional compensation for non-exempt bargaining unit employees who work additional hours when unusual circumstances occur. Eligible bargaining unit employees providing direct patient care or patient testing will be paid urgent pay hours at a rate of two (2) times the bargaining unit employee's base rate. If the unit needs additional bargaining unit employees within twelve (12) hours from the start of the shift, urgent pay must be offered except in the following situations:

Article 20B – Unit Staffing Collaborative (**Agreed**)

The parties agree within two (2) months of ratifying this side letter, they will meet on a mutually agreeable date to begin a USC Project for Radiation Therapy. Until a USC Project for Radiation Therapy is finalized, each Radiation Therapy treatment machine will be staffed with three (3) Radiation Therapists and the simulator will be staffed with two (2) Radiation Therapists, and if the minimum staffing required by this side letter agreement cannot be met because of unfilled shifts due to unscheduled absences then Radiation Therapy will post the unfilled shifts for Scheduling Supplement Pay.

Article 22 – Wages (Agreed)

Provided ratification of this side letter agreement is no later than July 1, 2025, effective August 4, 2025, all employees shall: (1) be initially placed on the wage table attached as Appendix A on a step that aligns with the experience criteria set forth for new hires in Article 22(C) of the Tech CBA; (2) receive one additional step; and (3) receive a second additional step if in the titles of Laboratory Technician, Medical Lab Scientist IIC, Radiation Therapist, Radiation Therapist Lead, or Lead Clinical Instructor - Radiation Oncology. For any bargaining unit employee placed on Step 23 or 24 through initial step placement (subsection 1 above), the value of the lump sum bonus paid under the terms of Article 22(B)(4) of the Tech CBA shall equal the following: 6% for employees initially placed at Step 24 and 4% for employees initially placed at Step 23.

To ensure correct step placement, as soon as practicable but no later than ten (10) business days from ratification of this side letter agreement, the Union shall provide updated resumes to UVMHC's Labor Relations Manager via email (vicki.stetzel@uvmhealth.org). Each resume will be in either Microsoft Word or PDF format, and will contain the employee's first and last name in the name of the document. UVMHC will provide the Union a list of all step placements once all resumes have been reviewed.

Except as otherwise set forth in this side letter agreement, all provisions of Article 22 shall apply to employees, including, but not limited to, the annual pay increases established for FY2026 in Section (B)(3).

The parties further agree that no later than the end of calendar year 2025, they will meet pursuant to Article 22(E) to begin discussions on the career ladder for Medical Lab Scientists.

All current MLS IICs who believe they are qualified for advancement to the MLS III position will submit an advancement request to their supervisor no later than ten (10) business days after ratification of this side letter agreement and, if the employee meets all necessary requirements as determined by UVMHC, the advancement will take effect on August 4, 2025.

Additionally, the following shall be considered added to the end of Article 22(C)(2):

(s) Employees in laboratory cost centers will receive 100% experience for positions that worked in a laboratory environment that tests specimens for health assessment, or to diagnose, prevent, or treat human or animal disease.

Article 23 – Differentials (**Agreed**)

The Night Shift Incentive and Weekend Incentive Programs currently in place in Laboratory cost centers will continue through the expiration of the existing Tech CBA.

Article 23(5) of the Tech CBA shall be considered amended as follows:

5. Charge

UVMHC shall pay a charge differential in all Imaging Technologist cost centers, Cost Centers 6100 and 6109 (CSR), Cost Center 1474 (Respiratory Therapy) and Cost Center 1053 (Emergency) to bargaining unit employees who are designated to assume the charge role. A charge differential of \$3.00 per hour is paid for all hours worked in the charge role.

Additionally, when a Charge Medical Lab Scientist or Charge Histotechnologist is assigned to cover for a Technical Specialist, or a Medical Laboratory Scientist or Histotechnologist is assigned to cover for a charge role or as Technical Specialist, the covering employee will be designated as assuming a charge role.

Article 23(10) shall be considered amended as follows:

10. End of the Day in Ambulatory Clinics and non-24/7 Procedural Areas

When a bargaining unit employee in an ambulatory clinic, non-24/7 procedural area, or Laboratory cost center is required to work past their regularly scheduled shift for: (a) a direct patient care issue; or (b) a patient testing issue that must be completed the day of the employee's shift, and the work requires the scope and skill of the bargaining unit employee and cannot reasonably be reassigned, the bargaining unit employee will be paid a differential that is 100% of their base hourly rate for all hours worked past their scheduled shift.

Article 23(11) shall be considered amended as follows:

11. Preceptor Differential

Effective the first full payroll period in FY24, UVMHC shall pay a technical bargaining unit employee assigned by UVMHC to act as the assigned preceptor for a new department employee from the technical or nurse bargaining unit during that employee's orientation period or for Traveler/Agency staff. The differential shall be two dollars (\$2.00) per hour for all hours worked while performing this role. This differential will also apply

when an employee in the charge role is precepting another employee to take on the charge role.

Employees in Radiation Therapy or Laboratory cost centers who precept students on clinical rotations will be paid a lump sum of \$400 for spending 120 hours or more precepting students for a semester. If the employee spends fewer hours, the lump sum will be reduced on a prorated basis, so long as the employee spends at least a minimum of 40 hours during the semester on student precepting duties.

UVMMC acknowledges that in Radiation Therapy, multiple employees on a treatment team may be designated as a preceptor.

UVMMC will select preceptors based on skill and ability. Employees may be required to attend preceptor training in order to qualify for preceptor pay.

Article 29 – Educational Reimbursement (**Agreed**)

The following language from Article 29 (F) of the CBA shall be considered amended as such:

Continuing Education

Annually UVMC will budget \$125,000 and 500 conference days of eight (8) hours to cover the cost of conferences and training reasonably related to bargaining unit employee's area of practice. The budget items under this section will not be frozen and will be available during the fiscal year. As long as the continuing education funds provided under this Section are available, requests to attend a conference will not be unreasonably denied. If a cost center has unused funds at the end of any fiscal year, the funds may be used to reimburse technical bargaining unit employees for professional society dues or any unused funds will roll-over to the next fiscal year, but must be spent in the subsequent fiscal year.

Appendix A

Wage Scales for Laboratory Scientists and Radiation Therapists

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24
Histotechnician OP	\$26.67	\$27.20	\$27.75	\$28.30	\$28.87	\$29.45	\$30.03	\$30.64	\$31.25	\$31.87	\$32.51	\$33.16	\$33.82	\$34.50	\$35.19	\$35.89	\$36.61	\$37.34	\$38.09	\$38.85	\$39.63	\$40.42	\$41.23	\$42.06
Clinical Lab Andrologist	\$27.74	\$28.29	\$28.86	\$29.44	\$30.03	\$30.63	\$31.24	\$31.86	\$32.50	\$33.15	\$33.81	\$34.49	\$35.18	\$35.88	\$36.60	\$37.33	\$38.08	\$38.84	\$39.62	\$40.41	\$41.22	\$42.04	\$42.89	\$43.74
Laboratory Technician	\$27.74	\$28.29	\$28.86	\$29.44	\$30.03	\$30.63	\$31.24	\$31.86	\$32.50	\$33.15	\$33.81	\$34.49	\$35.18	\$35.88	\$36.60	\$37.33	\$38.08	\$38.84	\$39.62	\$40.41	\$41.22	\$42.04	\$42.89	\$43.74
Histotechnician	\$28.50	\$29.07	\$29.65	\$30.24	\$30.85	\$31.47	\$32.10	\$32.74	\$33.39	\$34.06	\$34.74	\$35.44	\$36.14	\$36.87	\$37.61	\$38.36	\$39.12	\$39.91	\$40.71	\$41.52	\$42.35	\$43.20	\$44.06	\$44.94
Histotechnician Sr.	\$31.12	\$31.74	\$32.39	\$33.02	\$33.69	\$34.36	\$35.05	\$35.75	\$36.46	\$37.19	\$37.94	\$38.69	\$39.47	\$40.26	\$41.06	\$41.88	\$42.72	\$43.58	\$44.45	\$45.34	\$46.24	\$47.17	\$48.11	\$49.07
Histotechnologist	\$31.12	\$31.74	\$32.38	\$33.02	\$33.69	\$34.36	\$35.05	\$35.75	\$36.46	\$37.19	\$37.94	\$38.69	\$39.47	\$40.26	\$41.06	\$41.88	\$42.72	\$43.58	\$44.45	\$45.34	\$46.24	\$47.17	\$48.11	\$49.07
Medical Lab Scientist I	\$34.05	\$34.73	\$35.43	\$36.13	\$36.86	\$37.59	\$38.35	\$39.11	\$39.90	\$40.69	\$41.51	\$42.34	\$43.18	\$44.05	\$44.93	\$45.83	\$46.74	\$47.68	\$48.63	\$49.60	\$50.60	\$51.61	\$52.64	\$53.69
Medical Lab Scientist II	\$34.78	\$35.48	\$36.19	\$36.91	\$37.65	\$38.40	\$39.17	\$39.95	\$40.75	\$41.57	\$42.40	\$43.24	\$44.11	\$44.99	\$45.89	\$46.81	\$47.75	\$48.70	\$49.67	\$50.67	\$51.68	\$52.71	\$53.77	\$54.84
Lab Compliance Analyst	\$36.21	\$36.93	\$37.67	\$38.43	\$39.19	\$39.96	\$40.76	\$41.59	\$42.43	\$43.27	\$44.14	\$45.02	\$45.92	\$46.84	\$47.78	\$48.73	\$49.71	\$50.70	\$51.72	\$52.75	\$53.81	\$54.88	\$55.98	\$57.10
Laboratory Educator	\$36.21	\$36.93	\$37.67	\$38.43	\$39.19	\$39.96	\$40.76	\$41.59	\$42.43	\$43.27	\$44.14	\$45.02	\$45.92	\$46.84	\$47.78	\$48.73	\$49.71	\$50.70	\$51.72	\$52.75	\$53.81	\$54.88	\$55.98	\$57.10
Clinical Lab Embryologist	\$37.55	\$38.30	\$39.07	\$39.85	\$40.65	\$41.46	\$42.29	\$43.13	\$44.00	\$44.88	\$45.77	\$46.69	\$47.62	\$48.57	\$49.55	\$50.54	\$51.55	\$52.58	\$53.63	\$54.70	\$55.80	\$56.91	\$58.05	\$59.21
Histotechnologist Charge	\$37.55	\$38.30	\$39.07	\$39.85	\$40.65	\$41.46	\$42.29	\$43.13	\$44.00	\$44.88	\$45.77	\$46.69	\$47.62	\$48.57	\$49.55	\$50.54	\$51.55	\$52.58	\$53.63	\$54.70	\$55.80	\$56.91	\$58.05	\$59.21
Medical Lab Scientist III	\$37.55	\$38.30	\$39.07	\$39.85	\$40.65	\$41.46	\$42.29	\$43.13	\$44.00	\$44.88	\$45.77	\$46.69	\$47.62	\$48.57	\$49.55	\$50.54	\$51.55	\$52.58	\$53.63	\$54.70	\$55.80	\$56.91	\$58.05	\$59.21
Charge Medical Lab Scientist	\$41.30	\$42.13	\$42.97	\$43.83	\$44.70	\$45.60	\$46.51	\$47.44	\$48.39	\$49.36	\$50.34	\$51.35	\$52.38	\$53.43	\$54.49	\$55.58	\$56.70	\$57.83	\$58.99	\$60.17	\$61.37	\$62.60	\$63.85	\$65.13
Clin Lab Embryologist Sr	\$41.30	\$42.13	\$42.97	\$43.83	\$44.70	\$45.60	\$46.51	\$47.44	\$48.39	\$49.36	\$50.34	\$51.35	\$52.38	\$53.43	\$54.49	\$55.58	\$56.70	\$57.83	\$58.99	\$60.17	\$61.37	\$62.60	\$63.85	\$65.13
Radiation Therapist	\$43.91	\$44.79	\$45.68	\$46.60	\$47.53	\$48.48	\$49.45	\$50.44	\$51.45	\$52.48	\$53.53	\$54.60	\$55.69	\$56.80	\$57.94	\$59.10	\$60.28	\$61.48	\$62.71	\$63.97	\$65.25	\$66.55	\$67.88	\$69.24
Radiology Clinical Instructor/Lead	\$45.13	\$46.03	\$46.95	\$47.89	\$48.85	\$49.83	\$50.82	\$51.84	\$52.88	\$53.93	\$55.01	\$56.11	\$57.24	\$58.38	\$59.55	\$60.74	\$61.95	\$63.19	\$64.46	\$65.75	\$67.06	\$68.40	\$69.77	\$71.17
Radiation Therapist Lead	\$47.00	\$47.94	\$48.90	\$49.88	\$50.87	\$51.89	\$52.93	\$53.99	\$55.07	\$56.17	\$57.29	\$58.44	\$59.61	\$60.80	\$62.02	\$63.26	\$64.52	\$65.81	\$67.13	\$68.47	\$69.84	\$71.24	\$72.66	\$74.11