

Settlement Agreement

The University of Vermont Medical Center (“UVMCC”) and the Vermont Federation of Nurses and Health Professionals, Local 5221 (“VFNHP”) agree to resolve all issues relating to the grievance filed by VFNHP on October 22, 2019 on the terms of this Settlement Agreement.

1. During the term of the current CBA, UVMCC agrees that it will not unilaterally increase the deductibles or out of pocket expenses of the plan designs currently in effect on the day of this Agreement. UVMCC agrees that it will negotiate with the VFNHP prior to making any changes to the existing plan designs, unless such changes are improvements made for all other Hospital employees, like including voluntary options or enhancements.
2. VFNHP agrees to submit its initial information request to UVMCC by July 15 to allow time for UVMCC to compile the data and submit to VFNHP by August 15 to allow the VFNHP to prepare for the meeting on or around September 1. The parties agree that the response to this information request will satisfy the information requirements in Article 30, Section P.
3. UVMCC agrees to schedule up to four meetings with the Union during calendar year 2020 to provide a detailed overview of the health care benefits provided by UVMCC, a review of the overall costs to both UVMCC and bargaining unit employees, and to explore opportunities to provide enhancements and cost savings. The participants for UVMCC will include representatives from labor relations and benefits. The Union may select up to 15 participants; and the time for such meetings shall be considered paid time by UVMCC. The parties agree that these meetings will satisfy the meeting requirements in Article 30, Section P.
4. The Union agrees to dismiss with prejudice all grievances related to Article 30- Flexible Benefits.
5. Failure to abide by the terms and conditions of this Settlement Agreement are subject to the grievance process starting at step 3 and arbitration provisions in Article 40.

University of Vermont Medical Center

By: _____

Date: _____

Vermont Federation of Nurses and Health Professionals

By: _____

Date: _____

