

**Memorandum of Agreement
Between
Fletcher Allen Health Care
And
Vermont Federation of Nurses and Health Professionals
Local 5221
Technical Bargaining Unit**

CSR Career Ladder

This Memorandum of Agreement is made by and between Fletcher Allen and the VFNHP and its terms are effective upon the date of execution of this MOA by all parties. This MOA pertains to CSR Techs, CSR Case Cart Coordinator, and CSR Instrumentation Specialists only.

The parties agree that the following career ladder will be implemented in CSR with specific skills, experience and competencies detailed on the job description for each respective title.

Tech 1 (Pay Grade V4) –Mandatory level for uncertified employees. Temporary position until orientation/training/competency is complete and employee has obtained his/her certification. Maximum duration for allowing an employee to meet all of the requirements of Tech 2 is 12 months.

Tech 2 (Pay Grade V36) – Employee must be certified and demonstrate ability to work independently.

Tech 3 (Pay Grade V37) – Employee must have a minimum of three years of experience as a CSR Tech and must maintain certification. Employee will complete charge workshop and be available to serve as charge when assigned. (Charge workshop will be developed and implemented in a timely fashion upon ratification of career ladder agreement.) Employee will serve as preceptor when assigned.

Case Cart Coordinator 1 (Pay Grade V5) – This position will remain a position that is posted and filled as per Article 12 “Vacancy/Job Posting.”

Case Cart Coordinator 2 (Pay Grade V38) – Employee must have a minimum of three years of experience as a Case Cart Coordinator and/or a Instrumentation Specialist. Employee must complete charge workshop and be available to serve as charge when assigned. (Charge workshop will be developed and implemented in a timely fashion upon ratification of career ladder agreement.) Employee will serve as a preceptor when assigned.

Case Cart Coordinator 3 (Pay Grade V39) – Employee must maintain all Case Cart Coordinator 2 requirements. Additionally, employee must have Instrumentation Specialist Certification and be available to serve as an Instrumentation Specialist when needed.

Instrumentation Specialist 1 (Pay Grade V6) – This position will remain a position that is posted and filled as per Article 12 “Vacancy/Job Posting.”

Instrumentation Specialist 2 (Pay Grade V40) – Existing Instrumentation Specialist 1 job description, plus certification.

Instrumentation Specialist 3 (Pay Grade V41) – Employee must have a minimum of three years of experience as an Instrumentation Specialist and/or a Case Cart Coordinator and must maintain certification. Employee will complete charge workshop and be available to serve as charge when assigned. Employee will serve as a preceptor when assigned.

During the process of implementation (not withstanding section 22E), employees who previously received a 5% increment for certification and are now moved into a Level 2 position will be placed on the step nearest their current salary without going below their current salary. (For example, a step 7 CSR Tech who already received the 5% increment will be placed on step 5 of CSR Tech 2). Employees who previously received the 5% increment and are now moved into a Level 3 position will be placed on the Level 2 step nearest their current salary without going below their current salary. They will then be moved to the same step in the CSR Tech 3 wage scale (representing a 5% increase).

Employees who attained their certification as Instrumentation Specialist or CSR Tech subsequent to October 1, 2010 will receive placement in level 2 retroactive to the date of their certification.

Upon offering of the charge workshops after the implementation of this career ladder, the charge differential outlined in the Collective Bargaining Agreement (Article 23B(7) & the accompanying 3/15/10 clarification of past practice) will cease only with respect to CSR.

Walter H. Adams 4/26/11 VFNHP

Joe King FAHC

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Fletcher Allen Health Care ("Fletcher Allen") and the Vermont Federation of Nurses and Health Professionals, UP AFT VT, AFL-CIO, Local 5221 (the "Union") agree to the following.

1. The recently implemented CSR Career ladder will be amended so that the following language replaces the existing language in regard to the positions Tech 3, Case Cart Coordinator 2 and Instrumentation Specialist 3.

- **Tech 3 (Pay Grade V37)** -- Employee must have a minimum of three years experience as a CSR technician, 18 months of this experience must be from Fletcher Allen. The technician must maintain certification. Employee will complete charge workshop and be available to serve as charge when assigned. (Charge workshop will be developed and implemented in a timely fashion upon ratification of career ladder agreement.) Employee will serve as preceptor when assigned.
- **Case Cart Coordinator 2 (Pay Grade V38)** -- The employee must have a minimum of three years of experience as a Case Cart coordinator, Instrument Specialist, and/or certified technician. Employee must complete charge workshop and be available to serve as charge when assigned. (Charge workshop will be developed and implemented in a timely fashion upon ratification of career ladder agreement.) Employee will serve as a preceptor when assigned.
- **Instrumentation Specialist 3 (Pay Grade V41)** -- The employee must have a minimum of three years of experience as a Case Cart coordinator, Instrument Specialist, and/or certified technician. The employee must maintain certification. Employee will complete charge workshop and be available to serve as charge when assigned. Employee will serve as a preceptor when assigned.

2. Employees who meet these revised requirements will be moved to the appropriate level, retroactive to the date that they completed the Charge Workshop.

3. Fletcher Allen and the Union agree to waive the minimum experience requirement for Dulsey Adams with respect to her ability to qualify for the Tech 3 position.

Walter Hill 12/5/11

