

ELECTION NOTICE!

NURSES & TECHS: ALL MEMBER VOTE SET

Do we support a one-year contract extension under the proposed terms?

We approached Management in September to explore the concept of a contract extension due to the many competing challenges we face in this pandemic. UVMHC Administration has put a proposal on the table. **The VFNHP Board recommends taking this MOU to a vote, in order to allow our membership to decide the outcome.**

A YES vote equals agreement to accept the proposed MOU and extend the contract for one year.

A NO VOTE equals a rejection of the MOU and the wish to head to the bargaining table.

Because there are two separate contracts, we are required to have each bargaining unit vote on the extension. We require each bargaining unit to have a majority of 50% +1 to win the vote.

Only if both units meet this threshold will we have a signed MOU.

PROPOSED TERMS OF MOU FOR NURSES

- A 3% total increase (1% to wage scale and a 2% step) Top of scale receives 2% lump sum bonus (plus 1% to the wage scale)
- There is also an 'Elevator' provision that should non-bargaining unit employees receive more than a 3% wage increase in FY 22, bargaining unit members would also get an increase to the wage scale that is equivalent to the difference of the average wage increase and 3%.
- Extension of the Education and Union Bank of Hours articles to reflect updated dates
- All other articles would remain as currently written.
- **Contract expiration would be pushed back to July 9, 2022**

PROPOSED TERMS OF MOU FOR TECHS

- A 3% total increase (1% to wage scale and a 2% step) Top of scale receives 2% lump sum bonus (plus 1% to the wage scale)
- There is also an 'Elevator' provision that should non-bargaining unit employees receive more than a 3% wage increase in FY 22, bargaining unit members would also get an increase to the wage scale that is equivalent to the difference of the average wage increase and 3%.
- Extension of the Education and Union Bank of Hours articles to reflect updated dates
- All other articles would remain as currently written.
- **Contract expiration would be pushed back to March 1, 2023.**

See Back for Full Election Details:

Electronic Voting Period: Sunday, November 29 thru Saturday, December 5

In Person Voting: Tuesday, December 1 and Wednesday, December 2

For more information, turn page or contact Kristin Warner at 802-498-4560 or kristinw@vfnhp.org

OFFICIAL MEMBERSHIP VOTE

There are 3 ways that Nurse and Tech Members-In-Good-Standing may vote:

1. **Vote by electronic ballot.**

- a. The email ballot will be **sent at 0500 on Sunday, November 29** and the voting period for **electronic voting will conclude at 1700 on Saturday, December 5.**
- b. If the hospital's IT system is not receiving outside emails by *November 29th*, the ballot will be sent to your personal email on file. Be sure your personal email is listed or if you do not receive a ballot, please contact our Union office at 802-657-4040.

2. **Vote in person on the Main Campus or during an offsite mobile voting station.**

- a. In-person voting will occur in the **McClure Lobby Conference Room** on **Tuesday, December 1 from 0600 to 0000 and on Wednesday, December 2 from 0600 to 2000.**
- b. To request a mobile voting option for your offsite location, please contact Kristin Warner at 802-498-4560 or at kristinw@vfnhp.org and we will happily coordinate this with your practice.

3. **Visit the VFNHP Office in Williston and cast your vote in-person during 11/30 thru 12/4.**

- a. **Monday, 11/30 thru Friday, 12/4, open 9am-5pm** at 121 Park Avenue, Suite 10 in Williston.

Only members in good standing may vote. If you owe back union dues, you may make payment via PayPal on our VFNHP website under "donate" or mail in a check to the office and then be able to cast your vote. These options will be available at the voting locations.