

Tech Bargaining 2019 Summary of Proposals

Tentative Agreements

Article	Initial Proposal	Tentative Agreement
11 - Seniority	Admin Proposed taking language from the Nurses contract codifying, and making clearer in the contract, the current practice of when hospital wide or unit based seniority is used in which situations (ie. vacancies, scheduling, OT, etc.)	Union agreed to their proposal.
28 - Certifications	Union Proposed increasing the reimbursement for attaining certifications from \$500 to \$750 per year and broadening what the stipend can be used for (ie. review courses, study materials/books and CEUs)	Admin and Union agreed to expanding the list of uses for the stipend. The stipend remains at \$500 per/tech, per/year.
20 - Staffing	Admin Proposed adding an administrator to the Staffing Committee. Previously there was not a tech Administration Representative.	Union agreed to their proposal.
15 - Work Preference	Union Proposed reducing the number of days an agency tech can be utilized (in certain circumstances) from 120 days to 91 days. And that prior to using an agency tech, a per diem tech could choose to take on FT work for the needed time frame and receive a temporary assignment bonus of \$300 per pay period.	Admin agreed to our proposal.

Proposals Seeking Parity with Nurse Contract (Economic and Non-Economic)

Article	Initial Proposal	Movement
23 - Differentials	Union Proposed eliminating the two tier differential system so all techs are making same differentials. Union also proposed increasing the night shift differential to parity with nurses (\$5.25) and also new language incentivizing voluntary floating, precepting, specific diffs for PSG, CNL and Ophthalmic techs.	Admin has rejected union differential proposal.
19 - Overtime	Union Proposed Urgent pay for all techs who are asked to work within 12 hours of the shift.	Admin has rejected union Overtime proposal.
32 - CTO	Union Proposed increasing from 2 days to 3 days, the ability to take unpaid holidays off without having to use	Admin has rejected union CTO proposal.

	CTO.	
29 - Education Reimbursements	Union Proposed increasing the amount of tuition reimbursement per year per tech to parity with nurses (\$3,200) while also increasing the amount that techs can use after 5 years at UVMMC (\$1,800 more). Union also proposed increasing the amount set aside (\$60,000) for conferences and days available (200) for conferences.	Admin has agreed to our reimbursement increases. They have countered conference monies (\$40,000) and days at status quo (165).
20A - Staffing Adjustments	Union Proposed language creating parity on the down staffing section with the nurse contract including urgent shifts in the process.	Admin hasn't agreed to urgent so is not responding to this.
24 - On Call / Call in	Union Proposed that if you are "called in, not on call" a tech would receive urgent pay. Also proposed language nurses agreed to making clear if a tech is "called in, on call" the hours count for overtime eligibility.	Admin hasn't agreed to urgent so is not responding to this.
18A - Scheduling Vacations / CTO	Union Proposed that all cost centers would be able to have 1 tech per shift able to receive approved time off. For any unit with 25 or more committed hours techs an additional tech could receive approve time off per shift.	Admin has rejected union Scheduling Vacations / CTO proposal.
9 - Per Diem Employment	Union Proposed Per Diem Differential parity with nurses, language that allows any committed hours tech who wants to go per diem the ability to do so (with some restrictions), and a bonus for any Per Diem who goes FT to fill a unit need.	Admin has agreed to the Temporary Assignment bonus though has rejected the other pieces.
4 - Union Access	Union Proposed increasing the amount of paid time Techs can take to complete union business (bargaining, grievances, representation etc.) (500 hours over three years. Also language that would allow (if requested) that the VP of Techs could go part time at the hospital if serving in that position.	Admin has countered the the union bank of hours proposal with 350 hours and was agreeable with the VP of techs ability to request PT Status but included some restrictions.

Economic Proposals

22 - Wages	Union Proposed - Year 1 - \$2/hr increases for all techs immediately. \$2/hr increases for all techs October 2019 plus a 2% step increase. Creating a step 23 so all techs at the top also get the raise and a step. Year 2 - 4% raise for all techs plus a 2% step increase. Creating a step 24 so all techs at the top also get the raise and a step. Year 3 - Union Proposed ending the contract with nurses in July of 2021 making a third year for negotiation next	Admin Proposed - Year 1 - A Variety of arbitrary "market increases" designed to divide our unit by making some happy and others disgruntled. They have made their proposal available. Year 2 - 1% raise plus a 2% step increase. Techs at the top receive a 2% bonus instead of the
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	round.	2% step. Year 3 - 1% raise plus a 2% step increase. Techs at the top receive a 2% bonus instead of the 2% step.
18B - Summer CTO	Union Proposed removing manager discretion so any tech meeting the objective criteria could receive the Summer CTO bonus.	Admin has rejected the Union Summer CTO proposal.

Non-Economic Proposals

21 - Floating	Admin Proposed Combining cost centers (MCHV OR, FA OR, Surgical Procedures) and (Dialysis Centers) in order to allow them to <u>mandatorily</u> float techs between those respective combined cost centers. For Example, Rutland dialysis techs can be assigned to work in Berlin or FA OR tech can be assigned to work in Surgical Procedures with no ability to refuse or receive float pay.	Union has rejected this proposal. (Also see Differentials where the Union has proposed Float pay to encourage <u>voluntary</u> floating).
2 - Recognition	Union Proposed including Lead and Trainee positions in the bargaining unit since these staff are regularly completing bargaining unit work	Admin has rejected Union Recognition proposal.
3 - Check Off / Union Security	Union Proposed removing language instructing the Admin to stop collecting dues on behalf of the union should the contract expire before an agreement is reached.	Admin has rejected Union Check off / Union Security proposal.
4A - Election Procedure Agreement	Union Proposed a fair process for other non-union techs who may want to join the union to be able to do so. It seeks agreement from Admin that they will not engage in union busting activity designed to discourage techs from joining.	Admin has rejected Union Election Procedure Agreement proposal.
12 - Vacancy / Job Posting	Union Proposed striking language allowing manager discretion when receiving request regarding Internal Posting/Shift Schedule Preference. Admin Proposed adding an 8-week time period that Preference Cards must be submitted before a position becomes available in order for the card to count.	Neither Party has officially responded to the others proposal.
14 - Job Security	Union Proposed language making it more difficult for admin to create positions where the worker would be doing bargaining unit member work but would not be included in the bargaining unit.	Admin has rejected Union Job Security proposal.

18 - Hours of Work / Staff Schedules	Union Proposed getting paid for 2 hours instead of 1 should a tech come in and have a shift cancelled. Union Proposed agency techs being scheduled after Per Diem Techs. Union Proposed if a tech takes 10 hours between shifts and misses work hours the following day that they would be paid for 4 of the 10 hours they took off.	Admin has agreed with the first two Union proposals. Has not responded to the third.
37 - Military	Union Proposed the first 10 days of military leave will be paid by the hospital.	Admin has not responded to the Union Military proposal.
47 - Clothing	Union Proposed adding specific clothing specific to HealthNet flight Crew	Admin has not responded to the Union Clothing proposal.
50 - Duration	Union Proposed the contract expiring on the same day as the Nurses contract expires (July 9th 2021). Admin Proposed the contract expiring on March 1, 2022	Admin has rejected the union Duration proposal
1 - Preamble	Union Proposed that should the negotiations extend beyond the end of the current contract (March 1, 2019) that any economic gains would be back paid to March 1, irregardless of when contract is settled.	Admin has rejected the union Preamble proposal