

Tech Bargaining 2019

Tentative Agreement Summary

See VFNHP.org for full list of Tentative Agreements

Article	Admin's Initial Position	Tentative Agreement
23 - Differentials	Admin Initially Rejected all New Differential Proposals	<p>*ED Techs moved from Level A to Level B</p> <p>*Level B night shift differential increased to \$5.25</p> <p>*Charge tech role differential (\$1.50) expanded to include ED Techs.</p> <p>*End-of-day-differential of 100% base rate included for ALL ambulatory clinics and non-24 hour areas.</p> <p>*Temporary assignment bonus of \$300 per pay period for part-time and per diem employees who take a full time 8 week assignment.</p>
19 - Overtime	Admin Initially Rejected Urgent Pay Proposal	**Urgent pay for all direct patient care units**
28 - Certifications	Admin was initially receptive to union proposal.	Expand the list of uses for the stipend. The stipend remains at \$500 per/tech, per/year.
29 - Education Reimbursements	Admin initial response was for \$40,000 for conferences and 165 Conference days.	Increasing the amount set aside to \$40,000 for conferences and days available (200) for conferences.
24 - On Call / Call in	Admin Initially rejected new union proposals	<p>*2x Hourly Rate will be applicable to patient care units in the context of "called in, not on call"</p> <p>*Clarified language for "Called in, on call" - 1½ times plus \$4.50 will be paid and time will count towards overtime eligibility.</p>
9 - Per Diem Employment	Admin Initially Rejected Per Diem Proposals	Per diems who work 300 Night shift hours in a year will receive a bonus of \$2/hr for ALL hours worked.
18B - Summer CTO	Admin Initially Rejected Summer CTO Proposals	Agreed to selective nurse parity language regarding criteria for Summer CTO bonus, but would not remove manager discretion language. Approval in 2019 & 2020 for CSR , Renal Services, HIM Coding, Professional Coding, UVM HealthNet Transport, Respiratory Therapy, and Ophthalmology
21 - Floating	Admin Proposed combining cost centers (MCHV OR, FA OR, Surgical Procedures) and (Dialysis Centers) in order to allow them to mandatorily float techs between those respective combined cost centers.	Not only did we push back successfully on Admin's Mandatory Float proposal, we also removed language forcing Transport techs to float to the Walk-in clinic and CATS team.
18 - Hours of Work / Staff Schedules	Admin was initially receptive to union first two proposals. However less concerned about understaffing in CNL	<p>*2 hours instead of 1 should a tech come in and have a shift cancelled.</p> <p>*Per diem Tech shall be scheduled before Agency techs.</p> <p>*CNL Staffing collaborative.</p>

Summary of Tentative Wage Agreement

Because of unprecedented participation in the bargaining process by Technical Professionals and Nurses our union was able to achieve significant economic and non-economic gains in this 3 year union contract. Let's continue to build our union and ensure that our patients get the highest quality care we can give!

All pay increases found in the chart below will begin immediately with the start of the March 11th Pay period (March raises is a new precedent we set this year, a big win as it allows for an additional 6 months of raises).

<p>In Oct. 2019: *Steps 1-21 will get an additional 1% base + 2% step *Step 22 will get 1% base + 2% bonus.</p>	<p>In Oct. 2020 AND Oct. 2021: Steps 1-21 will get 1% base + 2% step Step 22 will get 2% to base and 1% bonus.</p>
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Over Three Years Every tech **not at step 22** will receive a total of **9% plus the percentage in the chart below.**

Over Three Years Every tech **at step 22** will receive a total of **5% plus the percentage in the chart below to the base wage and an additional 4% in bonuses.**

<u>Title and Job Codes</u>	<u>PAY INCREASES TO ALL STEPS MARCH 11, 2019</u>
CNL Technologists (078B, B546, B670)	6%
Critical Care Transport Paramedics (B820, B821, B822, D408)	1%
CSR Case Cart Coordinators (081L, 081M, 081K)	3%
CSR Instrumentation Specialists (B508, B510, B514)	3%
CSR Tech I (223K)	15.8%
CSR Tech II (223G)	12.4%
CSR Tech III (223H)	11.4%
Emergency Department Technicians (080N, B714, D149)	7.3%
Hemodialysis Technicians (355Y, C171/D221)	5%
HIM Coders (209Z, 900F)	16%
Ophthalmic Assistants (J621, B351, B352)	5%
Ophthalmic Photographer (D460)	5%
Ophthalmic Technicians (C196, C194)	5%
OR Technicians (079N)	9%
Professional Coders (B511, C685, C684)	12%
PSG Technologists (B547, B669)	9%
Respiratory Therapist I (D218)	3%
Respiratory Therapist II (D219)	3%
Respiratory Therapists III (D220)	3%
Sleep Center Clinic Technician (C536)	9%
Transport EMTs, AEMTs, and Paramedics (C449, C228, D406)	3.1%

