

VFNHP EXECUTIVE BOARD

2019-2022

EXECUTIVE OFFICERS

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CHIEF STEWARDS

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AFT-VT/VFNHP Field Rep:
Kristin Warner: kristin.warner@aftvermont.org

Know Your Union Rights

The National Labor Relations Act is a federal law that gives us the right to organize and negotiate for better working conditions and safe staffing in an environment free of management intimidation.

We have the right to:

- Participate in Union meetings and activities (wearing buttons, attending rallies, etc.)
- Talk to colleagues about changes we want at UVMMC
- Talk about our Union (including negotiations and contract violations) anywhere that non-work related subjects are discussed
- Read & distribute Union literature
- Object to unsafe practices and mistreatment of coworkers
- File grievances when our contract is violated
- Have a Union representative present in meetings with management that you think may lead to discipline.

It is ILLEGAL for Management to:

- Remove Union literature from non-patient care areas
- Monitor Union/group activity, such as observing/staring at meetings, taking pictures, etc.
- Ask you to state what you feel about the Union, Union proposals during negotiations, and other Union activities
- Favor employees opposed to the Union or punish Union supporters in promotions, assignments, scheduling, and other working conditions
- Polling or surveying Members about proposals during any bargaining

Who can we look to for support?

Chief Steward(s):

Our unit MATS:

You can also contact the VFNHP Office at (802) 657-4040