Increases to Base Pay (and bonuses)

RN/LPN Steps 1-23
FY19: 4% in the base plus 2% step=6%
FY20: 4% in the base plus 2% step=6%
FY21: 2% in the base plus 2% step=4%

RN/LPN Step 24
FY19: 5% in the base plus 1% bonus=6%
FY20: 4% in the base plus 2% bonus=6%
FY21: 2% in the base plus 2% bonus=4%

APRNs in Steps 1-10 move to Step 11

APRNs Step 11-23
October 2018: 4% in the base plus 2% step=6%
April 2020: 2% in the base plus two 2% steps=6%

APRNs Step 24
October 2018: 4% in the base plus 2% bonus=6%
April 2020: 3% in the base plus 3% bonus=6%

Outpatient Equity starting 9/1/18 (incl retro)

Move Nurse Educators, Nurse Clinicians, and Care Coordinators to pay grade U19 (~ 9% increase)

Increased Differentials
Nights: $ 5.25 RN/ $3.85 LPN
Resource Dept: $6

Per Diem differentials: Increases to both nights & weekends $6/hr, Evenings $4.60

New NICU Transport RN differential: 100% differential (2x hourly rate)

New APRN Weekend differential: $10/hr

Scheduling

Work Preference: Per Diems scheduled first during pre-posting before traveling agency nurses

New additional summer CTO bonus: if 50% of summer hours are on nights &/or weekends (and all other conditions are met) additional $1000

Each cost center with at least 10 bargaining unit FTE’s shall have a minimum of 1 Per Diem per 5 FTE’s

Commitments to committee work: before committed hours nurses are cancelled they will be allowed to engage in “non-productive” work.

Two hours of courtesy pay for cancelled scheduled shifts for employees who show up to work (includes urgent pay).

Ability to take 3 days of VA instead of 2 on holidays (for everyone)

Education

New APRN Preceptor bonus: $750/120 hours/semester New RN Preceptor bonus:
$400/120hours/semester for senior practicum students

APRN’s conference days increased to 4 days and unused CME dollars may be rolled over to next fiscal year.
VFNHP Tentative Agreement Summary

100% tuition assistance RN to BSN program
Extension of WGU for a minimum of one year, may continue or replace with a similar program.

*Increase in tuition assistance* to $5K/yr (after 1 yr of service) (covers the cost of 2 UVM courses/semester) with a signed commitment of 3 yrs of employment

*Incorporate Clinical Advancement Recognition Program:* RN II eligible to move up the ladder to RN III after 3 years in area of specialty (and other qualifications are met), 24 hours of paid study time and 2 pre-paid exam attempts.

*Certification reimbursement increased to $750.*