

Memorandum of Understanding

As a result of bargaining the effects of expanding the service to include the air ambulance, UVMMC and the Vermont Federation of Nurses and Healthcare Professionals, Local 5221 agree to adopt the following provisions related to the collective bargaining agreement for the Technical Bargaining Unit, expiring March 1, 2019.

1. UVMMC will add a Critical Care paramedic IV position. There will be one (1) Critical Care Paramedic IV position. *If new locations or sites are added, additional positions may be added.*
2. UVMMC agrees to eliminate the current limit on the number of level III Paramedics.
3. UVMMC will provide gloves for all bargaining unit employees assigned to the air ambulance.
4. UVMMC will trial the following Transport Call-Out Coverage Incentive, which shall expire with the termination of the current CBA on March 1, 2019, unless renewed by both parties:

Full and part time transport bargaining unit employees who agree to fill a shift in response to a call-out made within 16 hours of the start of a shift will be paid a differential that is 75% of their base hourly rate for all hours worked during that shift. To be eligible, the employee must not have missed any scheduled work during the pay period other than a single absence which does not exceed four hours.

5. UVMMC agrees that bargaining unit employees will be supervised only by UVMMC supervisors.
6. UVMMC agrees to adopt the following provisions to realign staff into their new positions.
 - a) All Health Net Transport EMT's will be realigned into the new job descriptions based on their clinical licensure, and afforded all HR and compensation benefits attached to the positions regardless of orientation timeline.
 - b) Clinical skills verification, training, and departmental orientation requirements will be followed to reintegrate non-SCT providers back into clinical practice.
7. UVMMC agrees to adopt the wages and differentials set forth in the attached documents.

The changes in this agreement will be implemented no later than the first pay period that is 30 days from the execution of this agreement.

UVMMC

Vicki Stegel

Date: 4/24/2018

VFNHP
[Signature]

Date: 4/20/18

vs
10.22.18

Wages:

	Step 1 Rate
EMT	\$ 14.55
Transport AEMT	\$ 16.18
Paramedic	\$ 18.61
CCT Paramedic I	\$ 21.47
CCT Paramedic II	\$ 22.54
CCT Paramedic III	\$ 23.67
CCT Paramedic IV	\$ 24.85

Differentials:

1. Level A. The following positions are included in Level A: Transport EMT, Transport AEMT, CSR Case Cart Coordinator I, II, and III, CSR Instrumentation Specialist I, II and III, CSR Technician I, II, and III, ED Department Tech I and II, Emergency Vehicle Operator EVO, Hemodialysis Sr Technician, Hemodialysis Tech Certified, Hemodialysis Technician, and Ophthalmic Assistant I.
2. Level B. The following positions are included in Level B: CNL Technologist I, II and III, HIM Coder, HIM Coder Sr., Ophthalmic Assistant II and III, Ophthalmic Technician Certified, Ophthalmic Technician Sr., OR Technician, Transport Paramedic, Critical Care Transport I, Critical Care Paramedic II and Critical Care Paramedic III, Critical Care Paramedic IV, Associate Professional Coder, Staff Professional Coder, Senior Professional Coder, PSG Technologist I and II, Sleep Center Clinic Technician, Respiratory Therapist I, II and III, Respiratory Therapist I and II Registered, and Respiratory Therapist Certified.