

February 22, 2013

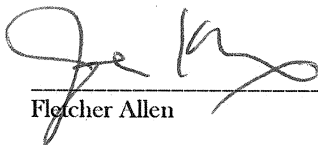
Side Letter

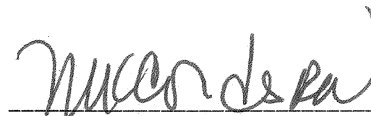

Scheduling in Respiratory Therapy

Management and the Union agree that it is important for patient care to provide balanced staff numbers throughout the week.

Management agrees to work with staff to find voluntary solutions to the problem of consistent staffing. For example, management will explore the options of giving sufficient bargaining unit members every third weekend off in exchange for agreement to work island shifts, or foregoing weekends in exchange for working island shifts, or any other reasonable option.

If voluntary solutions do not solve the issue of providing balanced staff numbers throughout the week, management will be able to create a schedule with the minimum number of island shifts necessary. If nobody volunteers, the least senior qualified bargaining unit employee will be so scheduled. A rotation will then be established in reverse order of seniority. This rotation will be reset to the least senior qualified bargaining unit employee every three months. Management agrees that any one working an island shift will still get two shifts scheduled on consecutive days. Management agrees not to schedule island shifts in the evening or at night.


Fletcher Allen


VFNHP

VFNHP