

VFNHP Tentative Agreement Summary

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

Staffing

Unit Staffing Collaborative: (New name for Model Unit Process/unit based council) Update staffing grids to include ancillary staff and create grids where none exist in 18 months.

Timely resolution to implementation of project completion. Report accepted unless rejected within 3 months and specific reasons provided.

Violation of the staffing grids subject to the grievance procedure. Grievance to start at step 3, followed with non-binding mediation prior to

arbitration.

Care Coordinators, Lactation consultants, Nurse Educators, CAT Nurses, & Charge Nurses will be excluded from the staffing grid.

Urgent pay shall be offered within 12 hours of the need.

Urgent pay to nurses who stay beyond the end of their shift without a nurse to relieve them.

Per Diems are eligible for urgent pay after 24 hours in that pay period.

New Temporary Assignment: Any Per Diem who agrees to a temporary full or part time assignment for a limited pre-determined pre-scheduled duration of at least 8 weeks will receive an additional payment of \$500 per pay period at the conclusion of the assignment.

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.

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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.