

Summary of Contract Agreement for University of Vermont Medical Center Nurses

September 28, 2018

Below are key elements of the agreement reached between the University of Vermont Medical Center and the Vermont Federation of Nurses and Health Professionals

WAGE INCREASES

Over the three-year contract, we have offered the following wage increases:

Inpatient Nurses on Steps 1-23	16-18.5%*
Inpatient Nurses on Step 24**	11-13.5% + annual lump sum bonus
Outpatient Nurses on Steps 1-23 (achieving wage equity with inpatient nurses)	18.4-26.5%*
Outpatient nurses on Step 24** (achieving wage equity with inpatient nurses)	13.4-21.5% + annual lump sum bonus
APRNs	12-30%*
APRNs on Step 24***	7% + annual lump sum bonus
Neonatal Nurse Practitioners	15-21%*
Neonatal Nurse Practitioners on Step 24****	9% + annual lump sum bonus

*These figures include a 2% per year step increase.

**In FY19, nurses on step 24 will receive a 1% annual lump sum bonus in lieu of an step increase. In FY20 and FY21, this increases to a 2% annual lump sum bonus.

***APRNs will receive their increases over 18 months rather than over the course of 3 years. In FY19, APRNs on step 24 will receive a 2% annual lump sum bonus in lieu of a step increase. In April of 2020, this changes to a 3% lump sum bonus.

****In FY19, FY20, and FY21 Neonatal Nurse Practitioners on step 24 will receive a 2% lump sum bonus in lieu of a step increase.

DIFFERENTIAL INCREASES & NEW DIFFERENTIAL PROPOSALS

Nurses working special shifts and positions will receive increases in their differential rates in addition to wage increases described above. For instance, if the current differential is \$2.50 and the increase is 20%, the differential is now \$3.00 per hour.

Shift Differential *Increases*

- Night: 10.5% RN

Per-Diem *Increases*

- Evening: 12.5%
- Night: 20% (80% if 300 night hours are worked)
- Weekend: 20%

Resource Pool *Increase*: 20%

New Differentials

- Temporary Assignment: \$500.00 per pay period for per diem nurses
- NICU Transport: 100% differential (2x hourly rate)
- RN Student Precepting: \$400 for 120 hours/semester
- APRN Student Precepting: \$750 for 120 hours/semester
- End of Day Ambulatory Clinics: 100% differential (2x hourly rate)

STAFFING & SCHEDULING IMPROVEMENTS

Charge Nurses

- Will no longer be assigned patients, except in urgent situations, freeing them up to assist with patient flow, facilitate appropriate staffing, and be a resource for the nurses on the unit
- Will receive no less than 60 hours of training prior to the first charge assignment

Unit Staffing

- Unit-level staffing collaboratives will examine and adjust staffing plans on an ongoing basis as needs evolve

Vacation Time

- Guarantees a set number of nurses for approved vacation time in a given period

Summer CTO Bonus

- In addition to the existing \$1500 Summer CTO bonus for nurses who take minimal time off during the summer, a \$1000 bonus is available if 50% or more hours are worked on nights or weekends

HEALTH & SAFETY IMPROVEMENTS

Safe Patient Handling Program

- Implement a safe patient handling program
- Purchase and install equipment
- Provide staff training and lift coaching

TUITION REIMBURSEMENT & CONTINUING EDUCATION ENHANCEMENTS

Tuition Reimbursement

- Free Bachelor of Science in Nursing tuition for full-time RNs through Western Governors University extended through FY 2019 – commitment to extend into FY20 and FY21 or offer a similar program with other organizations
- Partner with nurses' union to work with Vermont's higher education community on other opportunities
- Tuition reimbursement amounts will be increased by \$600 to \$1050 depending on years of service

Continuing Education Enhancements

- Increased certification reimbursement: \$750
- Clinical Advancement and Recognition Program (CARP) Benefit: 24 hours of study time and payment for certification exam for Staff Nurse II and III pursuing certification
- A significant increase in continuing education dollars and days for RNs/LPNs. Incremental dollar increases are available each year as more nurses become specialty certified.
- APRNs will have 5 days per year to attend conferences. Unused continuing education dollars may be rolled over to next fiscal year.

For more information regarding nurse contract negotiations, please visit:

UVMHealth.org/MedCenter/NurseNegotiations