



CONTRACT EDUCATION

SUPPORT STAFF UNITED

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TODAY'S FOCUS

Strength in Solidarity

WEAR RED ON WEDNESDAY:

Remind yourself & show others, we are a powerful team!

BECOME A STEWARD:

Advocate for your colleagues, protect our contract!

TALK SHOP:

Connection with Bargaining Unit buddies— make conversations about our union and our issues a part of every shift!



ARTICLE 26 SHIFT DIFFERENTIALS

Evening shift differentials are \$2.30 more per hour for pay grades 1 and 2 and \$2.75 more per hour for pay grades 3 and up.

Night shift differentials are \$5.00 more per hour for pay grades 1 and 2 and \$6.50 more per hour for pay grades 3 and up.

Weekend shift differentials are \$2.75 more per hour for grades 1 and 2 and \$3.50 more per hour for pay grades 3 and up.

ARTICLE 26 PER DIEM AND FLOAT DIFFERENTIALS

Per diem, employees get \$1.50 more per hour for pay grades 1 and 2 and \$2.00 for pay grades 3 and up.

Resource department employees get \$2.55 more per hour for pay grades 1 and 2 and \$3.00 more per hour for pay grades 3 and up.

Resource department and ambulatory resource pool employees get \$2.00 more per hour if volunteering to float or being reassigned.

ARTICLE 26
PRECEPTOR AND END OF DAY DIFFERENTIALS

If working in an Ambulatory Clinic or non-24/7 procedural area and you are required to stay past the end of your shift for direct patient care, will be paid double your hourly rate for all hours worked past their shift.

ARTICLE 26 PRECEPTOR DIFFERENTIAL

When precepting a new employee you get \$2.00 more per hour while training. If your job description as of Oct 2023 expressly included a *primary* duty of precepting, you are ineligible.

Questions?



ARTICLE 42
DISCIPLINE
AND
DISCHARGE

Just cause
discipline

Can file a
grievance to
overturn unfair
discipline

Right to a union
steward

**ARTICLE 42
RIGHT TO A UNION
STEWARD**

Management must provide you with notice either before or during the meeting that you are entitled to have a union steward present

If you request a steward, management must postpone the meeting until one is available

If you need a steward (and your dept doesn't have one), you can email organize@supportstaffunited.org

ARTICLE 42

WHAT IS JUST CAUSE?

Managers must give you notice that your conduct could lead to discipline

Managers cannot punish you for violating a rule that they let other employees get away with

Managers must conduct an interview with you before disciplining. They need to discipline you promptly after the meeting

Managers need substantial and credible evidence to discipline

Managers cannot give you a harsher penalty than they gave someone else for doing the same thing

Managers must follow progressive discipline

The punishment must fit the crime, taking into account various circumstances

Just Cause

{/jəst kôz/} noun

Policy preventing employers from firing workers for any reason other than legitimate work performance issues or a bona fide economic reason.



ARTICLE 42 ATTENDANCE POLICY

Employees can only be disciplined for violating UVMHC's attendance policy

Any department-specific policy needs to comply with the UVMHC policy

There are no rigorous requirements for discipline (just a guideline)

Managers should consider individual circumstances and employee performance before taking disciplinary action



Questions?



ARTICLE 46 HEALTH AND SAFETY

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UVMHC provides patient de-escalation, BLS, and workplace safety training to all support staff that request it.

Only employees trained to work with hazardous materials will do so

Supervisor must formulate safe plan of care if employee believes their assignment is unsafe

If employee is witness to or victim of workplace violence, they receive day-of admin leave and excused time off



ARTICLE 46 HEALTH AND SAFETY

UVMHC provides:

- Infectious Disease Control
- Physicals & Immunizations
- Material Safety Data Sheets
- Needle Protection Systems
- Appropriate PPE
- Specialized Safety Equipment
- Equipment Repair
- Audiovisual Recording
Response Process
- Workplace Violence Policy



ARTICLE 46 HEALTH AND SAFETY

Staff must:

- Adhere to safety standards
- Wear appropriate PPE
- Report unsafe work conditions
- Work under protest if safety plan under dispute



ARTICLE 46 HEALTH AND SAFETY

Do you have a concern? Talk to a union steward!

See something unsafe? File an OSHA complaint!

Injured at work? File for Workers Comp!

Worried about reporting? You are protected!



Questions?

