

# UVMMC SUPPORT STAFF UNITED CONSTITUTION

## Preamble and Statement of Purpose

### ***We are UVMMC Support Staff United:***

*We aspire to create an accessible and inclusive space in our union meetings that encourages equal participation by all members. We acknowledge that level of education or language skills do not equal someone's level of intelligence.*

*We all come with different experiences that may be affected by racism, sexism, classism, homophobia, ageism, ableism, apartheid and many other systems of oppression. We will not debate the existence of these systems of oppression in our space. We request that all of you share your personal pronouns to make our organizing spaces more inclusive.*

*As union members, we are committed to assuming people's best intentions; knowing that asking questions intended to further understanding of each other is not a disagreement. We are committed to understanding that the impact of our words can be as important as their intention; that sometimes our intentions may be harmless but how someone experiences them can be harmful. We are committed to holding ourselves and our employer accountable in the face of discrimination, and commit ourselves to vigorously defending each other in the event of such violations.*

***We are leading by example, building the type of inclusive space that we want to exist throughout UVMMC***

## Article I. Name

Section 1. This organization shall be known as UVMMC Support Staff United

Section 2. This organization shall have a Local number 5223.

## Article II. Objectives

The purpose of this organization shall be:

Section 1. To maintain full trade union rights, including the rights to exclusive recognition and collective bargaining, for all employees who are eligible for membership in our union.

Section 2. To bargain for improved wages, benefits and working conditions for all employees who are eligible for membership in our union.

Section 3. To defend the Collective Bargaining Agreement for all employees who are

eligible for membership in our union.

Section 4. To advance the economic, social, and political well-being of all employees who are eligible for membership in our union.

Section 5. To encourage mutual understanding and cooperation among the membership through transparent and democratic processes.

Section 6. To promote the effectiveness and quality of the institutions in which our members work.

Section 7. To promote democracy, equality, universal healthcare, and trade unionism in the society at large.

### **Article III. Membership**

Section 1. All employees of the UVM Medical Center in the support staff (service and maintenance) unit who are not supervisors or managers are eligible for membership in this organization.

Section 2. No person shall be denied membership, nor shall this organization ever discriminate against individual members or applicants for membership on the basis of race, age, creed, sex, sexual orientation, disability, social, political, or economic status, or national origin.

Section 3. Discipline of members of the union and members of the Executive Board:

a. A member of the union or a member of the Executive Board may be disciplined by the organization for actions contrary to this Constitution or to the interests of the union or its membership. Such action may only be initiated by the bringing of written and signed charges to the Executive Board by two or more members of our union; these charges must include a specific and detailed accounting, including any documentation, of the allegations against the member or Executive Board member, as determined by the Executive Board.

b. Upon the receipt of such charges, the Executive Board shall cause a preliminary investigation to be conducted in order to determine whether the charges against the member have merit. In addition, at this time, the Executive Board shall give a copy of the charges to the accused member or Executive Board member.

c. Following the preliminary investigation, the Executive Board shall vote on the question of whether a disciplinary hearing should be held. If a majority of the Executive Board votes to hold a hearing, the member or Executive Board member shall be given at least ten (10) days written notice of the hearing.

d. At a disciplinary hearing, the accused member shall have the right to be represented by a person of their choice as long as they are selected within the membership; and shall have the right to question the charges and present evidence and

witnesses to support their defense. The members that initially brought the charges, or any other harmed members can also be represented by a person of their choice as long as they are selected within the membership; and can submit additional evidence or statements that previously have not been submitted.

e. At the conclusion of the hearing, a two-thirds (2/3) vote of the Executive Board, shall be required for discipline. The applied discipline can include written warning, revocation or suspension of membership (member in bad standing) , or revocation or suspension of holding an Executive Board Position (with or without pay), or other discipline as fit by the Executive Board as long as it's not cruel or unusual punishment and it is proportional to the real and potential harm to the union or its members. If membership and/or office is revoked or suspended a plan should be created to determine when and how the disciplined person can regain the opportunity for membership and/or office.

f. A disciplined person may appeal the decision of the Executive Board, by requesting a vote from membership to overturn the discipline. The disciplined person needs to submit signatures of at least 10% of the membership within thirty (30) days from the day the discipline has been decided, from members in good standing from at least 3 different departments and positions, in order to trigger a vote to overturn the discipline. A simple majority of the members voting shall be sufficient to overrule the decision of the Executive Board to discipline.

g. If either, any of the original accusers or the accused, are members of the Executive Board, those Board members shall recuse themselves, as a Board member, from board discussions, investigations, hearings, decisions, and votes during all the processes as outlined in Section 3.

Section 4. A member in good standing is defined as a member who is currently in payment of dues to the organization; or has not been determined to be a member in bad standing by the Executive Board as described in Section 3. A member who is more than 30 days delinquent in dues payment shall be considered to be a member in bad standing, and shall be promptly notified of such status. In any dispute, the Executive Board is the final arbiter over these issues. A member shall be removed from membership in this organization, with notice, following three months of dues nonpayment, unless a plan to pay back dues is made and approved by both the Executive Board and the member.

Section 5. Associate members:

- a. shall be subject to the approval of the Executive Board;
- b. shall not be entitled to vote, hold office, or serve on committees.

Section 6. The Executive Board may establish guidelines for retiree membership, retiree dues, and participation in the local in the form of a retiree chapter.

#### **Article IV. Election of Officers and Chief Stewards**

Section 1. Nominations and elections shall be conducted in accordance with the

standards set out by the Labor-Management Reporting and Disclosure Act (LMRDA) elections will be held in July 2025 and in July every three years thereafter. The Election Committee will set the election date(s).

## **Section 2. Officers**

The membership will elect the following Officers:

- a. President (1)
- b. Secretary (1)
- c. Treasurer (1)
- d. Vice President of Communications/Outreach (1)
- e. Vice President of Education/Advocacy (1)
- f. Vice President of DEI (1)
- g. Vice President of Organizing (1)
- h. Grievance Chairs (2)

**Section 3. Chief Stewards.** The membership will elect the following other board members:

- a. Chief Stewards (Number based on structure provided in the Bylaws)
- b. Two At-Large Chief Stewards.

## **Section 4. Eligibility for Office**

- a. To be eligible for office a person must be a member in good standing of the organization for a period of six months prior to the date of the election.
- b. With the exception of the office of At-Large Chief Stewards, to be eligible for office as a Chief Steward, a person must meet all other qualifications for office under this Article and must be employed in the constituency area for which they are seeking office as Chief Steward.
- c. One member cannot hold more than one elected office concurrently.

**Section 5. The Elections Committee.** The Elections Committee shall conduct all general and special elections.

- a. The Elections Committee shall consist of members in good standing, who are appointed by the Executive Board.
- b. Any member of the Elections Committee seeking office must vacate their position on the Committee during the election in which they are running.

## **Section 6. Nominations**

- a. The Elections Committee shall notify all members of the opening of nominations for Officers, Chief Stewards, and delegates to bodies which this local is affiliated with, with reasonable notice prior to the date of the election, and in accordance with the Labor-Management Reporting and Disclosure Act (LMRDA).

- b. To be nominated for any at large offices, a candidate must submit to the Elections Committee a petition containing the signatures of at least 25 members in good standing, including at least one (1) signature from three (3) different members in job titles other than that of the candidate. The Elections Committee will set reasonable timelines and due dates for petitions to be submitted.
- c. To be nominated for the offices of Chief Steward other than the offices of the At Large Chief Steward, a candidate must submit to the Elections Committee a petition containing the signatures of at least 10 members in good standing. If there are multiple cost centers within that area, the candidate's petition must include at least one signature from a member outside of the candidate's own cost center. The Elections Committee will set reasonable timelines and due dates for petitions to be submitted.
- d. Petitions may be submitted electronically or in hard copies.
- e. The Elections Committee shall determine whether the nominations were timely and if the nominees are eligible for office.
- f. If there is only one nominee deemed eligible, there shall be no election, and that candidate shall assume the office when the term starts.

## **Section 7. Elections.**

- a. The Elections Committee shall give reasonable notice to all members of the election date and the candidates for office, including delegates to bodies which this local is affiliated with, and in accordance with the Labor-Management Reporting and Disclosure Act (LMRDA)..
- b. Other than the office of At Large Chief Steward, candidates for the office of Chief Steward shall be elected by the membership from the constituency area in which they serve, as defined by the Bylaws. No member may cast a vote for a Chief Steward from another constituency area. Members holding multiple positions in the bargaining unit may vote in elections for the Chief Steward of each area in which they are currently employed. If the Executive Board changes the structure of the Chief Stewards as defined by the Bylaws during a term, all efforts will be made to address the changes through attrition, or with agreement of the affected Chief Stewards. If no agreement is reached, the changes will take effect when taking nominations for the July elections.
- c. Translated ballots shall be made available by the Elections Committee upon request, and if reasonably possible.
- d. Write- in candidates will not be allowed.
- e. If there is only one nominee deemed eligible for a position, then there will be no election for that position.

The ballots shall be tabulated by the Elections Committee, and the candidate (or candidates in multi-seat positions) who receives the highest number of votes cast will be

declared elected. In the case of a tie, the Executive Board will vote to determine the winner.

f. Challenges and objections to the election must be submitted in writing, with a statement of supporting reasons that includes specific facts as well as any documentation, to the Elections Committee within five (5) days of the announcements of the election results. The Elections Committee shall issue its written opinion regarding the objections no later than ten (10) days after receipt of such objections.

g. The election results will be published and communicated to the membership within thirty calendar (30) days of the count. All election materials, including the ballots, will be kept in a secure location for one (1) year.

h. Successful candidates shall assume office on August 1st or immediately in the case of a vacancy.

**Section 8. Vacancies.** In case of a vacancy, the Elections Committee shall put out a special call for nominees.

a. Potential candidates shall have two (2) weeks from the call to submit petitions according to the requirements outlined in this Article.

b. The Elections Committee shall review the petition(s) and if more than one petition is deemed eligible, hold a special election for the candidates.

c. Write-in candidates will not be allowed.

d. If there is only one nominee deemed eligible for a position there will be no election for that position.

e. If there are no nominees during the initial call by the Elections Committee, the Executive Board may appoint a member in good standing to fill the vacancy.

f. If the vacancy occurs in the period beginning 6 months before the next general election, the Executive Board may, at its discretion, make an interim appointment rather than calling for nominees and holding elections. The interim appointment shall hold office until the end of July of an election year.

Section 14. A petition signed by forty percent (40%) of the membership and alleging constitutional violations, fiduciary breaches or acts clearly detrimental to the union, shall be sufficient to require a recall election of the Executive Board member identified in the petition. The Elections Committee shall supervise the recall election.

## **Article V. Duties of Officers and Board Members**

### **Section 1. The President shall:**

a. be the presiding Officer at all meetings of the membership and the Executive Board

- b. shall be an ex-officio member of all standing committees except the Elections Committee;
- c. shall appoint, with the approval of the Executive Board, the chairs of all standing and special committees except the Elections Committee;
- d. shall be the principal executive Officer of the organization;
- e. shall receive, report, and respond to correspondence of the organization;
- f. shall supervise all employees of the organization; For the purposes of this article, Executive Board members are not considered employees;
- g. shall be one of the responsible financial Officers of the organization and shall be authorized to co-sign financial instruments and make regular and usual disbursements of funds;
- h. shall represent the organization before bodies of the employer, executive and legislative officials;
- i. shall represent the organization before the public, community organizations, and the news media;
- j. shall be, by office, a delegate to the convention of any of our affiliated bodies;
- k. shall make an annual report to the organization's membership;
- l. shall be able to delegate the responsibilities of the office except where otherwise specified by the Constitution; and
- m. shall take part in the governance of the organization, regularly attend board, Officer, and general membership meetings.

**Section 2. The Secretary shall:**

- a. maintain the non-financial files and records of the organization;
- b. be the custodian of the seal and charter of the organization;
- c. shall record and keep accurate minutes of meetings of the membership and the Executive Board;
- d. assist the President in handling the correspondence of the organization;
- e. oversee the work of, and receive and certify the reports of, the Elections Committee;
- f. If able, perform other duties as delegated by the President, or assigned by the Executive Board;

- g. perform duties of the office as required by the Labor-Management Reporting and Disclosure Act; and
- h. shall take part in the governance of the organization, regularly attend board, Officer, and general membership meetings.

**Section 3. The Treasurer shall:**

- a. receive, record, and deposit all dues monies and other income in the name of the organization;
- b. maintain accurate membership records;
- c. issue membership cards and notices of delinquency;
- d. be one of the responsible financial Officers of the organization and be authorized to co-sign financial instruments and make regular and usual disbursements of funds;
- e. maintain all financial records of the organization;
- f. arrange for an independent audit of the finances of the organization annually and make it available to the Executive Board, and membership;
- g. Transmit affiliation dues and fees as instructed by the Executive Board.
- h. If able, perform other duties as delegated by the President or assigned by the Executive Board;
- i. Prepare and present a budget to the Executive Board;
- j. perform duties of the office as required by the Labor-Management Reporting and Disclosure Act; and
- k. shall take part in the governance of the organization, regularly attend board, Officer, and general membership meetings.

**Section 4. Vice Presidents.** Each Vice President serve the general interest of the organization and their own stated area of responsibility as follows:

- a. The Vice President for Communications/Outreach shall:
  - i. Communicate with membership, outside organizations, public officials, press, or other parties on behalf of the Executive Board
  - ii. Maintain communication tools and applications on behalf of the Executive Board
  - iii. Organize events that engage the general public around the values of the membership
  - iv. If able, perform other duties as delegated by the President or assigned by the Executive Board; and



- v. Take part in the governance of the organization, regularly attend board, Officer, and general membership meetings.
- b. The Vice Presidents for Organizing shall:
- i. Lead organizing and campaign efforts as and maintain progress of such campaigns;
  - ii. Work to organize collective actions as needed in the defense of union members or the strengthening of the union.
  - iii. Work with the Chief Stewards to ensure every area has sufficient stewards and to recruit future union leaders, and to assist with the training of those stewards as needed.
  - iv. If able, perform other duties as delegated by the President or assigned by the Executive Board; and
  - v. Take part in the governance of the organization, regularly attend board, Officer, and general membership meetings.
- c. The Vice President for Diversity, Equity, and Inclusion (DEI) shall:
- i. Promote the union's values of diversity, equity, and inclusion and work to hold all Officers, members, and the employer accountable to the values stated in the "Preamble and Statement of Purpose"
  - ii. Develop, define, and refine trainings or other programming that facilitates the advancement of DEI within the organization and the employing institution
  - iii. If able, perform other duties as delegated by the President or assigned by the Executive Board; and
  - iv. Take part in the governance of the organization, regularly attend board, Officer, and general membership meetings.
- d. The Vice President for Education/Advocacy shall:
- i. Create opportunities for members to learn more about what it means to be in a union, best practices for organizing/advocacy, and to foster a sense of community among members.
  - ii. Develop and enact new employee orientation programming
  - iii. If able, perform other duties as delegated by the President or assigned by the Executive Board.
  - iv. Support the Grievance Chairs, Vice Presidents of Organizing, or any other Officers with trainings for the Executive Board Members, and area Stewards; and
  - v. Take part in the governance of the organization, regularly attend board, officer, and general membership meetings.

**Section 5. Grievance Chairs.** The Grievance Chairs shall:

- a. Oversee the processing of any grievances and arbitrations; serve as a resource to the At-Large Chief Stewards, Chief Stewards, and Area Stewards;

- b. Ensure all group grievances are coordinated,
  - c. Serve on the Labor Management Committee,
  - d. Recommend to the Executive Board the grievances that should be considered for arbitration with the final decision made by a majority vote of the Executive Board;
  - e. Ensure proper training and mentorship for Stewards and Chief Stewards,
  - f. Present a report to the Executive Board at each regular/special meeting;
  - g. Present a report to the Local membership at each regular and special meeting; and
  - h. Take part in the governance of the organization, regularly attend board, Officer, and general membership meetings.
- ii. Have the authority to settle arbitrations within the limits of the constitution.

**Section 6. The At-Large Chief Stewards shall:**

- a. Facilitate the interpretation and enforcement of the contract which shall include, as necessary, the filing of grievances and representing employees during meetings with Management;
- b. Assist the Grievance Chair with any efforts of the Grievance and Arbitration process;
- c. Work with Vice Presidents of Organizing, to recruit and maintain area stewards and future leaders of the union; and support any organizing and campaign efforts;
- d. Assist the Grievance Chairs with proper training and mentorship for Stewards and Chief Stewards; and
- e. Take part in the governance of the organization, regularly attend board, ~~officer,~~ and general membership meetings.

**Section 7. Chief Stewards.** The Chief Stewards shall serve their own constituency area as defined in the bylaws. and shall:

- a. Facilitate the interpretation and enforcement of the contract which shall include, as necessary, the filing of grievances and representing employee during meetings with Management;
- b. Work with Vice President of Organizing, to recruit and maintain area stewards and future leaders of the union; and support any organizing and campaign efforts;
- c. Report to the Grievance Chair(s);
- d. Work with the Vice Presidents to maintain the membership list (updated

membership and contact information) of each unit in their areas; and

e. Take part in the governance of the organization, regularly attend board, and general membership meetings.

**Section 8.** In the event of the President's absence, the presiding officer for Executive Board and membership meetings shall follow this order of succession: Secretary; Treasurer; VP of Communications/Outreach; VP of Education/Advocacy; VP of Organizing; Grievance Chairs.

## **Article VI. Executive Board**

Section 1. The Executive Board shall be defined as all elected officers of this organization and Chief Stewards.

Section 2. The Executive Board shall meet monthly or no less than twelve (12) times per year, or at the call of the President, or at the call of two (2) or more of its Executive Board members, for the purpose of initiating, overseeing or revising the program of the organization and to conduct other business of the organization that is within its authority. Board members are expected to attend as many meetings as reasonably possible.

Section 3. A quorum for the Executive Board shall be one-half of its standing members (if there are vacant positions or members recuse themselves, those seats shall not be counted towards quorum calculation).

Section 4. The Treasurer shall prepare and present for approval to the Executive Board an annual budget no later than the month prior to the beginning of the fiscal year, which shall be established by the Executive Board. Any member in good standing can request to view the budget and discuss it with the Treasurer.

Section 5. The Executive Board holds the authority on all matters unless otherwise outlined in the constitution.

Section 6. Unless specifically outlined in the constitution, the Executive Board will make decisions with a simple majority vote, and votes may be taken by email.

Section 7. The Executive Board shall establish the salary, benefits and expense guidelines of any Executive Board member or staffers who are employed by the organization, as set forth in the annual budget.

Section 8. The Executive Board shall be empowered to make contracts and incur liabilities including the purchase of services, equipment and real property, to borrow money, to secure such obligations by mortgage or other instrument, and to otherwise engage in financial transactions to the extent permitted by applicable law or statute. The Executive Board shall have the power to sue, complain and defend on behalf of the membership.

Section 9. The Executive Board shall approve the chairperson and membership of all

standing and special committees of the organization, except the Elections Committee, and receive regular reports from such committees.

Section 10. The Executive Board shall adopt an Officer and Board Member Standards and Expectations Policy.

### **Article VII. Committees**

Section 1. The Executive Board shall have the power to create committees as they see fit, based on the needs of the membership.

### **Article VIII Meetings**

Section 1. The Executive Board shall determine the time and place and give notice of any general membership meeting.

Section 2. Special meetings of the membership may be called by a petition signed by twenty-five percent (25%) of the membership.

### **Article IX. Revenues**

Section 1. The dues of this organization shall be set by membership vote.

### **Article X. Affiliations**

The organization shall maintain affiliation with the following organizations outlined in the Bylaws.

The Executive Board shall have the power over what affiliations the Organization will maintain. A two-thirds (2/3) vote of the Executive Board shall be required to enter into an affiliation or to end an affiliation.

### **Article XI. Rules of Order**

Section 1. Robert's Rules of Order Newly Revised shall govern this organization and all of its subordinate bodies in all matters not expressly covered by this Constitution, except in the case of voting by email.

Section 2. The Executive Board shall provide training to new officers on Robert's Rules of Order Newly Revised, when requested.

### **Article XII. Bargaining with Employer**

Section 1. The Executive Board, on behalf of the collective bargaining unit, shall negotiate with the employer a Collective Bargaining Agreement (CBA) and any amendments thereof. The Executive Board can delegate the negotiating to a Bargaining Team.

Section 2. Bargaining Team structure, selection of team members, or the process by

which to select members, will be decided by the Executive Board. Individual Executive Board members, or the Executive Board as a whole, can be on the Bargaining Team.

Section 3. The Executive Board will determine the decision making power of the Bargaining Team, within the framework of this constitution.

Section 4. Collective Bargaining Agreements, and any amendments to the (CBA), will be ratified by all Members in good standing, with a simple majority.

Section 5. Matters in the contract that are indicated to be bargained after the contract ratification and that are specific to a group (such as a position, a career ladder group, a department, or an area) do not need to be voted by the entire membership. That specific group of members in good standing can vote on those matters.

Section 6. The Executive Board can approve extensions of any programs, without a vote from membership, so long it does not meaningfully change any article in the CBA.

### **Article XIII. Amendment**

Section 1. Thirty percent (30%) of the membership may present, by petition (signatures are valid for six months), a proposed amendment to this Constitution to the Secretary, who shall notify the Executive Board of the proposed amendment within seven (7) days.

a. The Executive Board shall convene within thirty (30) days to discuss the proposed amendment. A copy of the proposed amendment, along with an explanation of said amendment, shall be distributed to all Executive Board members a reasonable time prior to the meeting at which the amendment will be introduced and discussed.

b. The Executive Board shall move the amendment to a membership vote with the approval of two-thirds ( $\frac{2}{3}$ ) of the Executive Board.

c. The amendment shall be brought into effect by a simple majority of the votes cast by the membership.

d. Alternatively, should sixty percent (60%) of the membership present, by petition (signatures are valid for six months), a proposed amendment to this Constitution to the Secretary, they shall bypass the need for an Executive Board vote (bypassing Section a. and Section b. above) and bring the proposed amendment directly to a membership vote, as outlined in Section c. above.

Section 2. Alternatively, the Executive Board may establish a Constitution Committee to discuss amendment(s) to the Constitution. The Constitution Committee can propose amendment(s) to this Constitution to the Secretary, who shall notify the entire Executive Board of the proposed amendment(s) within seven (7) days.

a. The Executive Board shall convene within thirty (30) days to discuss the proposed amendment(s). A copy of the proposed amendment(s), along with an explanation of said amendment, shall be distributed to all Executive Board Members ~~officers~~ in a

reasonable time prior to the meeting at which the amendment(s) will be introduced and discussed.

b. The Executive Board shall move the amendment to a membership vote with the approval of  $\frac{2}{3}$  of the Executive Board.

c. The amendment shall be brought into effect by a simple majority of membership voting in favor.

#### **Article XIV. Availability of the Constitution**

Section 1. This Constitution shall be available to all on the organization's public website.

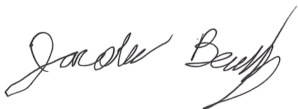
Section 2. The Secretary shall make available upon request a paper copy to any member of the organization.

Section 3. The Executive Board shall make a translated Constitution available upon request, and if reasonably possible, to any member of the organization.

This constitution was adopted by the membership on April 14th, 2025.

UVMMC Support Staff United

Signed:



Jacob Berkowitz, President

Attest:



Melissa LaVallee, Secretary

#### **BYLAWS**

**1. Chief Steward Structure.** The Executive Board may alter the Chief Steward structure defined in Appendix A by a majority vote as organizational needs, membership numbers and bargaining unit structure changes.

2. Affiliations will be listed in the bylaws.

a. The American Federation of Teachers, AFL-CIO. Whenever possible, UVMMC Support Staff United will send delegates to the AFT's convention. The delegates will be elected by procedures consistent with Article IV of this Convention.

b. The American Federation of Teachers- Vermont, AFL-CIO. Whenever possible, the union will send delegates to the state federation's convention.

Delegates will be elected by procedures consistent with Article IV of this Constitution.

c. The state American Federation of Labor-Congress of Industrial Organizations.

3. The Executive Board may change the bylaws with a two thirds ( $\frac{2}{3}$ ) vote.

Appendix A:

<b>Category/Group</b>	<b>Department or Unit</b>	<b>Number of Chief Stewards</b>
UHC	Administration Neurology, VT Regional Sleep Center, Neurology Multiple Sclerosis, Development Philanthropy (UHC), Employee Health, GIM Burlington (UHC), Chemical Dependency (UHC), Pediatrics-Primary, Transplant, U-Child Psych, U-FM Administration, U-Nephrology, UVMHN Wellness, Primary Care Weekend (UHC), U-Surgery Admin, Seneca, Renal Administration, U-OB Administration, Psychiatry-Adult Outpatient, UVMHC Admin, Medical Group Resource Pool  Total employees: 84	1
Fanny Allen/MOB	Inpatient Rehab, Inpatient Rehab Therapies, Fanny Allen Nutrition, FP Walk-in Care, Pelvic Med, Diagnostic OP Radiology, Neurology Memory Center, Urology MOB, Audiology, Ctr-Dis-Comm, ROC, Psychological Serv  Total employees: 77	1
IDX/Remote/Call Center	PASC UVMHN, Call Center,	2

	<p>PFS Customer Services,  Language Access Services,  Mental Health Admin, OCV  Member Services,  Reg-Financial Clearance  Center, Dept Cost Pool,  Rehab Admissions</p> <p>Total employees: 150</p>	
Environmental Services	<p>Environmental Services</p> <p>Total employees: 182</p>	2
Inpatient Surg/Trauma	<p>Miller 6, McClure 5, Baird 6,  Resource Staff - LNA</p> <p>Total employees: 101</p>	1
Inpatient Medicine	<p>McClure 6, Baird 3, Baird 4,  Miller 5</p> <p>Total employees: 85</p>	1
Inpatient Mother/Baby/Child	<p>Baird 5, Birthing Center,  Mother-Baby, NICU, Pediatric  Critical Care</p> <p>Total employees: 58</p>	1
Inpatient Cardiology/Critical Care	<p>MICU, SICU, Miller 3, Miller 4</p> <p>Total employees: 86</p>	1
Cancer/Radiology	<p>Radiation Therapy, Acute  Therapy, Breast Imaging,  Cancer Center Admin, Hem  Onc Infusion,  U-Hematology/Oncology,  Infusion Center,  Interventional Radiology,  Vascular/Interven Radiology,  Surgical Oncology, MG  Radiation Oncology</p> <p>Total employees: 77</p>	1
Distribution/Materials	<p>Distribution Center, Inventory  Control, Laundry &amp; Linen,  Safety and Industrial  Hygiene, Mail Room</p>	1



	Total employees: 63	
Patient Support/Guest Experience/Staffing/Others	Staffing Office, Security (admin), Guest Experience, Patient Oriented Research, Patient Support Services, Volunteers  Total employees: 97	1
Labs	Anatomic Pathology, Lab Outreach Reg Qual Ed, Pathology/Lab, Lab Customer Support, Lab Phlebotomy, Lab Chemistry, Lab Cytology, Lab Gen Support, Lab Hematology, Lab Histology, Lab Microbiology  Total employees: 91	1
Outpatient (Main Campus ACC)	Clinical Neurophysio, Endoscopy, U-Gastroenterology, U-Dermatology, Ophthalmology ACC, U-Otolaryngology, Office of Clinical Trials, Vascular Surgery, Neurology Stroke Center, U-Neurology, U-Neurosurgery, U-Infectious Diseases, U-Pulmonary, ACF Cost Pool, U-Rheumatology, U-Urology, U-Oncology, Women's Module Admin, Midwifery Program, OBGYN, MFMS/VPC, Surgery - General/ACC, Univ VCH, UVM CH Endocrinology, U-Pediatric Surgery, Neurology Pediatrics, Cardiac & Thoracic, Reproductive Endo and Infertility  Total employees: 204	2
Outpatient Clinics (South Burlington)	Dental Clinic, South Burlington FM, GIM South Burlington, Renal Services,	1

	PHSO Care Management, UVM Nurse Practitioner Program, Pain Management, U-Cardiology, Comprehensive Pain, U-Endocrinology  Total employees: 75	
Outpatient Clinics (Other Locations)	FM Colchester, FM Milton, CVMC ENT (Berlin), Berlin FM, Geriatrics (Williston), GIM Essex, GIM Williston, Hinesburg Family Practice, PCIM Home Mgmt, Eye Center/Berlin/Stowe, Urology Middlebury, U-Plastic  Total employees: 76	1
Shep/ED/Registration	Registration, Psychiatry Inpatient/Consult, Emergency Room, Shep 3/6  Total employees: 94	1
Nutrition Services (Main Campus)	Dining Services, Main Kitchen, Main Street Cafe, Nutrition Services  Total employees: 141	2
Cardiology/Radiology	Respiratory Care, Card Non Invasive, Cardiology, EP Services, McClure 1 CVU, Digital Imaging Services, Nuclear Medicine, Neuro Interventional Radiology, Magnetic Resonances, Radiology Communications, Radiology Physicians Admin, Comp Axial Tomograph, Diag Ultrasound, Diagnostic Radiology  Total employees: 88	1
Ortho	Ortho Specialty Center, Ortho Trauma Surgery, Orthopaedics, Ortho San	1

	Remo, OT Driver Rehab, Food & Ankle/Ortho San Remo, Upper Extremity, Total Joint, Spine, Sports, Physiatry, Rehab Therapies - OSC, Rehab Therapies  Total employees: 90	
PeriOp	PreOp, PACU, MCHV OR, Anesthesiology, Comfort Zone, PreOperative Admissions, PeriOp Services  Total employees: 72	1
CPSA	Resource CPSA  Total employees: 110	1