

Article 4 -Union Access

No Change to Sections A-D, & F

E. UVMHC will reimburse bargaining unit employees up to a combined total hours at the bargaining unit employee's base pay rate (not including other payments such as differentials) for VFNHP activities related to this bargaining unit ,such as investigation of grievances, training for grievance representation, collective bargaining. and Weingarten representation, according to the following formula:

Upon ratification of this agreement: 400 hours .

October 2023: Half an hour times the number of bargaining unit members.

October 2024: Half an hour times the number of bargaining unit members.

Hours not used in a fiscal year may be rolled over into the next fiscal year. If the existing bank of hours is exhausted, the union may use this bank from the following fiscal year.