

**Article 4 -Union Access**

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E. UVMHC will reimburse bargaining unit employees up to a 300 combined total hours per year 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. Unused hours in any year will be added to the total available hours for the following year. If the total hours are exhausted in any fiscal year, the Union may use hours from the

on the date of the last day of the bargaining agreement.

The time must be coded as Union Time for payroll purposes and will not be used to calculate overtime rate. All requests for Union Time must be submitted by the Union to UVMHC Labor Relations. Union Time is not considered work time for any purpose including calculation of overtime, night, or weekend incentive payments.

The union may request that a bargaining unit employee may take unpaid time off to participate in an arbitration related to this agreement. Such requests will not be unreasonably denied.

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