

**Article 30– Flexible Benefits**

*Sections A-C, F-K, N-P: no change*

- D. The current dollar amounts charged to employees for medical coverage will not change more than 5% per year. Any increases in premiums above 5% per year during the life of this contract will be paid by UVMHC.
- E. The current dollar amounts charged to employees for dental coverage will not change more than 5% per year. Any increases in premiums above 5% per year during the life of this contract will be paid by UVMHC.

L. Service Credits - The Hospital provides service credits as part of the FlexCare Benefit Program to full-time and part-time bargaining unit employees who are authorized to work at least forty (40) hours per pay period, and who have worked for the Hospital for the following length of time ten or more years. The amount of service credits will vary depending on an employee’s length of service as of each year, as follows:

Years of Service	Annual Benefit Dollars		
	Full-Time (72-80 hours)	Part-Time (60-71 hours)	Part-Time (40-59 hours)
10 to 14	<del>\$300</del> \$200	<del>\$200</del> \$150	<del>\$150</del> \$100
15 to 19	<del>\$500</del> \$300	<del>\$400</del> \$225	<del>\$250</del> \$150
20 to 24	<del>\$700</del> \$400	<del>\$500</del> \$300	<del>\$350</del> \$200
25 or more	<del>\$900</del> \$500	<del>\$700</del> \$375	<del>\$450</del> \$250

M. Flex Time Off (FTO)

~~Full-time~~ Bargaining unit employees receive additional paid time off called Flex Time Off (FTO) through the FlexCare Benefit Program. This benefit is only available to bargaining unit employees during the annual open enrollment period and can be used to help offset the cost of benefits or take as additional paid time off.