Summary of Proposals as of 2/1/26

If there is a discrepancy between this summary and the full Tentative Agreement, the Tentative Agreement prevails.

Bargaining teams have agreed. Nothing is final until union membership votes to approve.

The Bargaining Team recommends a YES vote

Article	Before our Union	Tentative Agreement for our Contract
Wages	No wage scale Lowest paid positions started at **$16.73/hr** No predictability in future years for raises Experience not valued Annual raises based on management discretion	Transparent **wage scale with 22 steps** (a step is a year of experience) **Start lowest paid positions at $20/hr** (with no experience) **Staff will be placed on the wage scale based on years of relevant experience,** moving towards pay equity over the course of the contract. **17% average increase over the next 2.5 years** **2% bonus for anyone who is not eligible for a 2% step** because they are at the top of the wage scale. *note this includes the 3% received during negotiations in October of 2025
Differentials and Holiday Pay	**No differentials for:** Bereavement Coordinator; Chaplain, EOL Admin Support, Team Assistant, Volunteer Coordinator and Greeter **NO per diem differential** **NO preceptor differential** **Tier 1 (**Cook, Kitchen Coordinator, LNA, LNA Mentor) Evening: $1.25 Night: $1.80 Weekend day: $1.80 Weekend evening: $2.60	**Differentials for all positions and one tier for all differentials within 60 business days** **Per diem: $2.00** **Precepting FY26: $2.00** **Precepting FY27/FY28: $2.50** Evening FY26: $2.00 all positions Evening FY27: $2.50 all positions Evening FY28: $3.00 all positions Night FY26: 3.10 all positions Night FY27: $3.50 all positions Night FY28: $4.00 all positions

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	Weekend night: $3.10 **<u>Tier 2</u>** (LPN, RN, Social Worker, Weekend Coordinator) Evening: $2.00 Night shift: $3.10 Weekend day: $3.10 Weekend evening: $4.40 Weekend night: $5.20 Charge**:** $2.00	Weekend day FY26: $3.10 all positions Weekend day FY27: $3.50 all positions Weekend day FY28: $4.00 all positions Weekend eve FY26: $4.40 all positions Weekend eve FY27: $6.00 all positions Weekend eve FY28: $7.00 all positions Weekend night FY26: $5.20 all positions Weekend night FY27: $7 all positions Weekend night FY28: $8 all positions Temporary assignment bonus: $300 Codified Holiday Pay for all employees
CTO	CTO accrual rates based on time with HHH and predecessor orgs No differentials paid on any CTO	Codified CTO accrual rates **Starting in October, CTO accrual will be based on years of service with UVM Health** Differentials paid on up to 40 hours of CTO per year when used for sick time or to care for an ill or injured family member
Benefits (Health and Dental Insurance, Retirement)	Full time staff pay 20% towards health insurance premiums All benefits subject to change at management's discretion at any time	Status quo for employee contributions to health insurance and dental insurance 30 days notice of changes to all benefits
Job Security/ Work Preference	Management had complete discretion over our jobs	Protections against job erosion Employees will not be regularly required to do work outside their regular job functions Preference for work will be given to union members
Health & Safety	Health and safety policy up to management discretion	Paid administrative leave for the day of incident for victims or witnesses of workplace violence If an employee feels unsafe they can request to have another staff member present for an assignment Management agrees night shift security will be discussed at

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		the Labor Management Committee HHH will maintain an updated policy on audio-visual capture of employees and response plan Two union members may serve on the Safety Committee
Grievance & Arbitration	No process for support or mechanisms for accountability	Clear process for grieving contract and legal violations. Clear timelines for management meetings and responses. If we cannot come to an agreement with management, we can have an outside, neutral arbitrator decide on a grievance.
Overtime / Urgent	No extra pay for exempt employees who work over regularly scheduled hours	Status quo for Overtime and Urgent Pay Exempt Special Pay paid at time and a half for extra shifts
Scheduling Time Off	Management discretion. Community Team CTO requests had to be made over 6 months in advance	CTO requests may be made for dates up to 12 months in advance, on a first come first served basis and shall not be unreasonably denied Management will respond to CTO requests within two weeks. MMRH winter holidays will be posted by 10/1. Seniority and who was approved in previous years will be taken into account Current holiday scheduling practice for the Community Team will continue. Clarity regarding the limit on CTO in the summer (not more than 2 continuous weeks)
Staff Schedules and Staffing Adjustments	Management discretion.	Family Services Weekend Work: No one employed at the time of ratification will be required to work weekends unless they agree. Management may implement an on call program with 60 days notice (and the union has the right to bargain over the impact). No changes to posted schedule without agreement of employee and manager Clear process for upstaffing and downstaffing at MMRH
Staffing	Management discretion, no clear guidelines or forums for raising	There will be a staffing committee for RNs and LNAs at McClure Miller Respite House formed within 90 days after

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	concerns.	ratification. Option for a staffing committee to be set up in other areas as well. Creation of Concern for Safe Staffing Forms that can be filed when staffing is unsafe to be reviewed by union and management
Orientation/Training	No protections to ensure training is done by qualified staff	New staff will not be required to take a full assignment or work independently until fully trained/oriented **Training will be done by qualified, experienced staff.** Onboarding will include an introduction to all interdisciplinary roles
Bereavement	Three days of bereavement leave following the death of a spouse, significant other, children, parents, siblings, grandparents and parents-in-law.	**Five days off for the death of a partner or child.** Three days off for a parent, sibling, grandparent, **in-laws (parent, child, sibling, grandparent) or any other person residing in the employee's household.** Additional leave can be granted at managers' discretion.
Vacancy/Job Posting	Management had complete discretion	Employees can submit a preference card to change shifts/hours/assignments, which will be honored based on seniority. Preference for jobs over external candidates and based on seniority
Certifications and Education	Management's discretion	Status quo continues, new budget of $1,000 for NP certification and education in Fiscal Year 2027, increases to $2,000 in Fiscal Year 2028.
On Call	Management's discretion	Codified current on call rates and system. If HHH wants to implement new systems, our union can bargain over the effects
Recognition	There was no union	This article lays out which job titles are in our union. If new job titles are created we can negotiate over compensation.
Discipline & Discharge	Management had complete discretion over discipline and discharge with no process they needed to follow. All employees were at will, which means they can be fired for any reason	**No one can be disciplined or terminated without Just Cause.** The right to a union steward for representation in disciplinary or investigatory meetings.

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	(except for protected categories/activities.)	Makes clear that, after one year, discipline is no longer used in establishing progressive discipline (verbal warning, written warning, final written warning, etc.), except in the case of very serious violations (ex. Abuse, HIPPA violations,)
Non-discrimination	We had to rely on legal structures to attempt to enforce discrimination of any kind. Non discrimination enforcement required legal intervention.	Non discrimination enforcement can be pursued through the grievance process. Non discrimination has been expanded to include: protected union activities/membership, health coverage status, assertion of or attempt to assert a claim for workers' compensation benefits, exercise of rights under parental and family leave laws, citizenship status among those lawfully able to work, or crime victim status.
Probationary Period	6 months probationary period for new employees	120 day probationary period.
Employment Status	Defines full time / part time etc.	Our agreement maintains the status quo.
Layoff/Recall	No rights in the event of Layoff or Furlough.	Clear rights, notice and processes in the event of Layoffs or Furlough. Including rights to be recalled to work, based on seniority.
Planning for the Future	No rights in the event of mergers or acquisitions.	The parties agreed that in the event of a merger or take over etc, the parties will bargain over the effects of the deal.
Labor Management Committee	No formal way to engage with management about workplace issues.	Sets up a regular meeting between union leadership and management to address ongoing concerns or issues as they arise.
Information	No right to internal information important to our membership	Outlines the type of information that management will produce for the union on a regular basis so the union can run effectively.
Personnel Files	No clear rights other than to view your file.	Makes clear the rights of employees to access personnel files, the ability to enter rebuttals into their own file.
Separability	N/A	If any piece of the contract becomes null due to change in law, all other pieces of the contract remain valid.
Maintenance of Standards	No right to bargain at all.	The parties agree to meet to bargain should items come up that were not addressed in the initial agreement.
Military Leave	Language is consistent with federal law prohibiting management for replacing	Codified the Status Quo in our contract.

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	workers for their military service.	
Per Diem Employment	Management discretion	Transparency around minimum number of hours expected, which are status quo. Employees shall not be unreasonably denied for asking to go per diem if there is a spot open.
Seniority	Seniority was not generally used to determine who has preference.	This article defines company wide seniority vs. cost center seniority and when each would be applied
Duration of Contract	N/A	The contract goes into effect upon ratification by the membership and is set to expire on 3/31/2028.
Union Access	We had no Union rights.	Articulates union rights to access buildings, bulletin boards, and conference rooms. Created a paid bank of hours that union members can use to do union business
Elections Procedures Agreement	Only protections to the extent covered by the law	Creates increased protections and process for accountability if the rest of HHH chooses to organize a union.
System Float Pool Side Letter	N/A	If UVM Health decides to implement a float pool of UVM Health employees our union can bargain over the effects of this change.