

**OFNHP Professional Bargaining Unit Proposal # 15 version 2**

~~June 19, 2025~~ JULY 30, 2025

**Seniority When Filling Vacancies**

OFNHP proposes amending the language in Article 6(D) about seniority when filling vacancies. The union reserves the right to make additional proposals to such article to address further interests.

**OFNHP Proposes Amending Article 6(D):**

**D. Vacancies and Transfers**

The parties agree that policies regarding vacancies and transfers should support good clinician-patient/client care and continuity of care. In some cases, this can best be accomplished when employees are able to practice in one location for their entire career. Vacancies and transfers policy balance this goal with the personal and professional needs of employees to transfer from one location to another and with changes in departmental service delivery plans related to changes in membership, technology, and facilities needs that require management to move employees.

1. Every Bargaining Unit applicant, who meets minimum job requirements, must be interviewed in person or ~~by phone~~ **virtually**, and if rejected for a vacancy, must be notified in writing in a timely fashion.
2. ~~Seniority shall prevail between existing employees, first among coded employees and second among on-call employees as provided in Article 6.A.8, when qualifications, performance and experience are approximately equal.~~ **Internal Shuffle:**
  - a. **For purposes of this article a workgroup shall be defined as: coded employees in the same job description and carrying the same work duties.**
  - b. **Prior to posting a vacated position, if the workgroup elects, the workgroup shall engage in an internal shuffle by seniority, to be completed within two (2) weeks.**
3. ~~All qualified Bargaining Unit employees will be given preference over outside applicants in filling vacancies.~~
4. **Following an internal shuffle, positions will be awarded in the following order if qualifications, performance, and experience are approximately equal:**
  - c. **Bargaining unit employees, by seniority.**
  - d. **Other OFNHP represented employees**

e. **External Applicants**

- 4. 5. Successful job bidders will be released to their new jobs, normally within thirty (30) days.
- 5. 6. Opportunities for employees to cross train for jobs covered by this Agreement shall be posted in accordance with this Article.
- 6. 7. In cases where work becomes available, but is less than a full-time equivalent position, the employees at the work site who are currently employed in a position of less than an FTE will have the option to be awarded part or all of the available work, in accordance with this Article, prior to any Regional posting. Schedule compatibility will be taken into consideration during the process.