

**Memorandum of Agreement  
For COVID-19 Response**

**This agreement (“Agreement”) between UConn Health (“UCH”) and the University Health Professionals (“UHP”) collectively the “Parties” is to ensure that there are sufficient staff to meet a potential increase in acuity and an increase census of patients at John Dempsey Hospital in the following units, ICU, IU, ED, MED SURG, PSYCHIATRY 1, CRITICAL CARE AND MED SURG FLOAT POOL.**

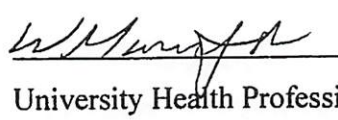
**Therefore, UCH and UHP agree during the following period between 7:00 a.m. December 26, 2020 and January 30, 2021 at 7:30 a.m. as follows:**

- 1. Employees who volunteer for not less than four (4) twelve (12) hour shifts above their normal scheduled hours during the period noted above shall be eligible to receive a \$1000.00 lump sum bonus and eight (8) hours of personal time. Personal time will be awarded effective April 9, 2021 and must be utilized or paid out in accordance with our normal practice.**
- 2. If the employee does not work the 4 twelve hour shifts they have volunteered to work, they are not eligible to receive the personal time set forth in paragraph 1. An employee who calls out for any reason during the above referenced time period shall not be eligible to receive the additional personal time. An employee who works less than the 4 shifts they have volunteered to work will be paid out in accordance with the schedule set forth in paragraph 3 based on the number of shifts actually worked. Vacation leave approved in advance of the effective date of this agreement will not disqualify eligibility for the personal time if all other conditions are met.**
- 3. If an employee volunteers for a single extra twelve hour shift the employee shall be eligible for an additional \$100.00, two additional shifts the employee would receive \$250.00 and three additional shifts would receive \$500.00 lump sum bonus. Employees who call out for a shift they have volunteered to work will not be compensated for that shift.**
- 4. An employee who volunteers for more than 4 extra shifts shall be eligible for \$150.00 for each additional twelve hour shift above the 4 provided in paragraph 1.**
- 5. Emergent staffing will continue in accordance with the current practice.**
- 6. In the event of a cancellation of a shift by management, the ESV cancellation rules will apply. The employee would remain eligible for the payment specified in paragraph 1 above.**
- 7. The bonus payments provided for in this agreement will be paid in the pay period that begins February 12, 2021.**

8. The Agreement may be extended for 1 additional 5 week period of time with not less than 72 hour notice to UHP.
9. This Agreement is without practice or precedent or prejudice to either party, and cannot be used as evidence in any other proceeding, except as to pending grievance regarding emergency pay, to enforce its terms.

  
\_\_\_\_\_  
UConn Health

12/23/2020  
Date

  
\_\_\_\_\_  
University Health Professionals

12/23/2020  
Date