

Memorandum of Agreement

This agreement ("Agreement") between UConn Health ("UCH") and the University Health Professionals ("UHP") collectively the "Parties" is to ensure coverage for the following areas: UT 1, 2, 3, 5, 6, Float Pool, ED, OB/LD, DOC 5, NICU and Pysch 1 for nursing staff only including the Administrative Supervisors, which constitute 24/7 inpatient units and critical care units.

Therefore, UCH and UHP agree as follows:

1. This agreement covers the following period: February 10, 2022 from 7:00 a.m. through March 24, 2022 at 7:30 a.m. for any posted overtime slots. Any individual who volunteers and works for a minimum of 4 hours will receive an additional \$150.00 above the normal extra shift payment (USA, LMUSA or ESV Supplemental). If the employee volunteers and works a 12 hour shift shall receive a total of \$500.00 above the normal extra shift payment (USA, LMUSA or ESV Supplemental).
2. If UCH cancels a shift the employee has volunteered to work for 4 hours they will receive \$75.00 and if a 12 hour shift the employee has volunteered to work is cancelled by UCH the employee will receive \$150.00.
3. For Psych 1 and the Administrative Supervisors the agreement covers the following period: February 10, 2022 from 7:00 a.m. through March 24, 2022 at 7:30 a.m. for any posted open overtime slots. Any individual who volunteers for and works a minimum of 4 hours will receive an additional \$150.00 above the normal extra shift payment (USA, LMUSA or ESV Supplemental). If the employee volunteers and works 8 hours shall receive a total of \$300.00 above the normal extra shift payment (USA, LMUSA or ESV Supplemental).
4. If UCH cancels a shift the employee has volunteered to work for 4 hours they will receive \$75.00 and if an 8 hour shift the employee has volunteered to work and is cancelled by UCH the employee will receive \$125.00.
5. An employee who volunteers to be on-call in addition to volunteering through the voluntary system set forth in paragraphs 1 and 3 above shall be paid \$10.00 per hour for the on-call shift. If the employee is called into work the employee shall be paid in accordance with ESV and the bonus provided for in this memorandum. If the call shift is cancelled, such cancellation shall be paid \$75.00 for a 12 hour shift and \$50.00 for 8 hour shift.
6. An employee who calls out for any reason shall not be eligible to receive the bonus staffing incentive during a pay period in which an individual has volunteered, except in the case of a documented emergency.

7. UCH may extend this MOA by providing notice to UHP not less than 2 business days prior to its expiration specifying the length of the extension of this agreement.
8. This agreement is without practice, precedent or practice and cannot be used in any other proceeding except to enforce its terms.

UHP

UConn Health

W. Hannigan 2/10/22

B. Kelly 2/10/2022