

**MEMORANDUM OF AGREEMENT
MARKET ADJUSTMENTS
June 3, 2022**

In accordance with Article 26, subsection 26.6 UConn Health (UCH) and the University Health Professionals Local 3837 AFT/AFT-CT/AFL-CIO (UHP) the following adjustments shall be made to employees holding the following job titles and corresponding salary groups:

- 1) CN1 (0985) Staff Nurse, salary group 6; (0665) Staff Nurse CN2 (0804) Staff Nurse CN2 – Outpatient, salary group 7; (0669) Staff Nurse CN3 (0991) Staff Nurse CN3 – Outpatient, salary group 8; and (0670) Staff Nurse CN4 (8979) Staff Nurse CN4 – Outpatient, salary group 9 shall be moved, effective with the pay period beginning 7/15/2022, to the following CN1(0985) Staff Nurse, salary group 8; (0665) Staff Nurse CN2 (0804) Staff Nurse CN2 – Outpatient, salary group 9; Staff Nurse CN3 (0991) Staff Nurse CN3 – Outpatient, salary group 10; and (0670) Staff Nurse CN4 (8979) Staff Nurse CN4 – Outpatient, salary group 11 and at the step level held by the employee on July 14, 2022.
- 2) Assistant Nurse Manager (class code 0754) will be moved in accordance with paragraph 1 above based on their current CN placement.
- 3) (0835) Nurse Practitioner/(4159) Lead Nurse Practitioner/(0884) Physician Assistant/(4158) Lead Physician Assistant classifications shall be moved, effective with the pay period beginning 7/15/2022, from salary group 16 to salary group 18 and at the step level held by the employee on July 14, 2022.
- 4) (9403) Neurosurgical Physician Assistant/(9006) Lead Neurosurgical Physician Assistant classification shall be moved, effective with the pay period beginning 7/15/2022, from salary group 17 to salary group 18 and at the step level held by the employee on July 14, 2022.
- 5) Administrative Supervisor, Nursing (1088) shall be moved, effective with the pay period beginning 7/15/2022, from salary group 12 to salary group 14 and at the step level held by the employee on July 14, 2022.
- 6) Article 14.2b of the collective bargaining agreement shall be amended to increase the stipend for the position of Assistant Nurse Manager from \$4,160 to \$8,320 effective the pay period beginning July 15, 2022.

These salary group increases will remain in effect for the foreseeable future. Nothing in this agreement prohibits UCH from addressing market adjustments or salary grades in accordance with a job evaluation system. This agreement supersedes prior MOAs specifically as to the titles listed herein.


This Agreement is without precedent for either party in any pending or future situation.

FOR THE UNION



William Garrity
UHP President

FOR UCONN HEALTH



Bruce Liang, Dean, School of Medicine &
EVP of UConn Health, *Interim*

MEMORANDUM OF AGREEMENT
RECRUITMENT AND RETENTION STIPEND

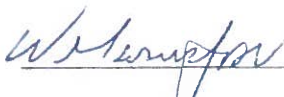
Staff Nurses — Operating Room, Interventional Radiology/Special Procedures,
Intensive Care Unit, Intermediate Unit,
Cath Lab, PACU and Emergency Department

June 3, 2022

UConn Health and University Health Professionals 3837 AFT/AFT-CT/AFL-CIO ("UHP") enter into this Agreement to address recruitment and retention issues involving the compensation of Staff Nurses in the Operating Room, Interventional Radiology/Special Procedures, Intensive Care Unit, Intermediate Unit, Cath Lab, PACU and Emergency Department.

1. Staff Nurses (class codes 0985, 0665, 0669, 0670, 0754) permanently assigned to the Interventional Radiology/ Special Procedures (org code 83064), Intermediate Unit (org code 81030), Cath Lab (org code 83008), PACU (org code 81017), Electrophysiology Lab (EP Lab)(org code 80380), and Emergency Department (org code 81021), will receive a \$462 per pay period stipend payable as a lump sum.
2. Staff Nurses (class codes 0985, 0665, 0669, 0670, 0754) permanently assigned to the Operating Room, (org codes 81022) and Intensive Care Unit (org code 81013), and will receive a \$577 per pay period stipend payable as a lump sum.
3. Staff Nurses permanently assigned to the RN Float Pool (org code 81003) and identified as Critical Care floats will receive a \$462 per pay period stipend payable as a lump sum.
4. Any staff nurses to float into any of the listed units from a unit not listed will receive a \$5.78/hr Critical Care Float Differential.
5. The stipends will not be added to the base pay rate and will be prorated based on FTE. They will not become the basis for calculating shift and/or weekend differentials, or any other payments calculated using base pay. They will not be paid while employees are on a leave of absence.
6. This Agreement will be in effect from July 15, 2022 through July 13, 2023.
7. The parties will meet and discuss if the need arises to extend this Agreement to other areas.
8. The parties agree to meet and discuss if this agreement needs to terminate prior to June 1, 2023, should recruitment and retention needs change.
9. This Agreement is without precedent for either party in any pending or future situation.

FOR THE UNION



UHP President

FOR UCONN HEALTH



Executive Director, Labor Relations

Jeffrey P. Geoghegan
CEO

EXTENSION AND AMENDMENT OF THE
MEMORANDUM OF AGREEMENT
RECRUITMENT AND RETENTION STIPEND
Staff Nurses — Operating Room, Surgery Center, Intensive Care Unit,
Intermediate Unit, and Emergency Department
June 3, 2022

UConn Health and University Health Professionals 3837 AFT/AFT-CT/AFL-CIO ("UHP") enter into an extension and amendment of the Memorandum of Agreement (MOA) dated June 3, 2021 that provides recruitment and retention stipends to the nurses assigned to the above referenced departments/organizational units is hereby extended from June 3, 2022 through July 14, 2022. In addition, the MOA is amended to include staff nurses permanently assigned to the following Interventional Radiology/ Special Procedures (org code 83064), Cath Lab (org code 83008), Electrophysiology Lab (EP Lab)(org code 80380) and PACU (org code 81017) will receive a \$462.00 per pay period stipend payable as a lump sum.

All other terms and conditions of the June 3, 2021 MOA shall remain in effect during the period encompassed by this Extension and Amendment.

FOR THE UNION



William Garity Date
President, UHP

FOR UCONN HEALTH

 6/6/2022

Karen K. Buffkin Date
Executive Director

 6-8-22

Jeffrey P. Grogan
CFO