

**MEMORANDUM OF AGREEMENT
RECRUITMENT AND RETENTION STIPEND
Staff Nurses — Operating Room, Interventional Radiology/Special Procedures,
Intensive Care Unit, Intermediate Unit,
Cath Lab, Electrophysiology Lab, PACU and Emergency Department**


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, Electrophysiology 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), 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 14, 2023 through June 13, 2024.
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 13, 2024, 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


Andrew Keith, CSR