

CONTRACT

Between

UCONN HEALTH

And

**UNIVERSITY HEALTH PROFESSIONALS
LOCAL 3837 AFT/AFT-CT/AFL-CIO**



July 1, 2021-June 30, 2025

Table of Contents

ARTICLE 1- RECOGNITION..... 1
ARTICLE 2-CHECK-OFF..... 2
ARTICLE 3- NONDISCRIMINATION..... 3
ARTICLE 4- BOARD PEROGATIVES..... 4
ARTICLE 5-UNION RIGHTS..... 5
ARTICLE 6- GRIEVANCE PROCEDURE..... 6
ARTICLE 7- RESOLUTION OF DIFFERENCES (NO STRIKE)..... 9
ARTICLE 8- HOLIDAYS 10
ARTICLE 9- TRANSFERS 12
ARTICLE 10- VACANCIES 13
ARTICLE 11- SICK LEAVE..... 14
 DISABILITY LEAVE..... 16
 BONDING LEAVE OTHER THAN DISABILITY..... 17
ARTICLE 12- LEAVES..... 18
 PERSONAL LEAVE 18
 RELEASE TIME FOR UNION BUSINESS..... 19
 ATTENDANCE AT CONVENTIONS. 20
 EDUCATIONAL LEAVE..... 21
 PARENTAL/ADOPTION LEAVE..... 21
 MILITARY LEAVE. 21
 JURY DUTY OR COURT APPEARANCES..... 22
ARTICLE 13- VACATION LEAVE 23
 VACATION SCHEDULING 24
ARTICLE 14- ASSIGNMENTS & SCHEDULING 26
 SHIFT PREFERENCE 28
 WEEKEND DIFFERENTIAL 28
 ROTATION BONUS 29
 VACATION SCHEDULING 29
 SHIFT DIFFERENTIALS 31
 EXTRA SHIFT VOLUNTEERS 32
 HOURLY DIFFERENTIALS..... 36
 ACTION NURSE..... 36
ARTICLE 15- OVERTIME 37
 STAFFING PROGRAM 37
 PATIENT CARE EMERGENCIES..... 37
 URGENT SHIFT AVAILABILITY (USA)..... 39
 CALL-BACK..... 43

ON-CALL.....	43
ON-CALL/CALL-BACK PROCEDURES.....	43
UMG LOW ACUITY.....	45
ARTICLE 16- EVALUATION.....	45
ARTICLE 17-DISMISSAL OR OTHER DISCIPLINARY ACTION.....	47
ARTICLE 18-PROBATIONARY EMPLOYEES.....	48
ARTICLE 19-HEALTH AND SAFETY.....	50
FACILITY CLOSING.....	51
STAFFING ISSUES COMMITTEE.....	51
ERGONOMICS.....	52
ARTICLE 20- LAYOFFS.....	52
BUMPING.....	53
RECALL.....	54
ARTICLE 21- BENEFITS.....	56
RETIREMENT.....	56
MEDICAL AND OTHER BENEFITS.....	57
TRAVEL.....	57
TUITION REIMBURSEMENT.....	58
DISABILITY.....	59
ADOPTION STIPEND.....	59
CHILDCARE.....	60
EMPLOYEE TUITION WAIVER.....	60
ARTICLE 22- PRINTING AGREEMENT.....	60
ARTICLE 23-MISCELLANEOUS.....	60
REFERRAL BONUS.....	61
ARTICLE 24- SAVINGS CLAUSE.....	61
ARTICLE 25- ZIPPER CLAUSE.....	62
ARTICLE 26- SALARY.....	62
ARTICLE 27- SENIORITY.....	64
ARTICLE 28- DURATION.....	65
ARTICLE 29- NURSING CLINICAL LADDERS.....	65
ARTICLE 30- SPECIAL PAYROLL.....	66
ARTICLE 31- GRANT FUNDED EMPLOYEES.....	66
ARTICLE 32- NO LOCK-OUT.....	67
ARTICLE 33- SUBCONTRACTING.....	67
ARTICLE 34- SUCCESSORSHIP.....	69
MEMORANDUM OF AGREEMENTS.....	70
VACATION REQUESTS FOR UHP MEMBERS IN THE CREATIVE CHILDCARE CENTER.....	70
CERTIFICATION BONUSES.....	71
<i>Registered Nurses.....</i>	<i>71</i>
<i>Medical Technologists and Clinical Laboratory Supervisors.....</i>	<i>71</i>

<i>Diagnostic Radiologic Technologists</i>	71
<i>Poison Information Specialists</i>	71
<i>Credentialing Specialist (CPCS)</i>	71
<i>Cardiovascular Invasive Specialist</i>	71
<i>Diabetes Education Program Coordinators</i>	71
<i>Chaplains</i>	72
<i>Pulmonary Function Specialists</i>	72
<i>Registered Diagnostic Medical Sonographer</i>	72
DEPARTMENT OF INFORMATION TECHNOLOGY ON CALL	72
DEPARTMENT OF LABORATORY MEDICINE.....	74
MANAGEMENT EXCLUSIONS	76
MARKET ADJUSTMENTS.....	77
NURSING MARKET ADJUSTMENTS	78
MARKET ADJUSTMENTS FOR RADIOLOGY.....	79
MED SURG 5.....	80
SCHEDULING PRACTICES NICU	81
NURSE PRACTITIONERS/PHYSICIAN ASSISTANTS NICU	82
NURSE ANESTHETISTS SCHEDULES AND WORK HOURS	82
NURSE ANESTHETIST RECRUITMENT AND RETENTION BONUS	83
HOLIDAYS FOR PART-TIME EMPLOYEES	84
PERSONAL LEAVE DAY IMPLEMENTATION	85
RADIOLOGY SCHEDULING.....	86
RADIOLOGY ULTRASOUND/VASCULAR ON CALL.....	87
REGISTERED NURSE RECRUITMENT BONUS.....	88
12 HOUR SHIFT AGREEMENT	88
TEN HOUR SHIFT FOR CATH LAB	93
TEN HOUR SHIFTS FOR CARDIAC PULMONARY/HYPERTENSION UNIT.....	94
TEN HOUR SHIFTS FOR ELECTROPHYSIOLOGY LAB	95
TEN AND TWELVE HOUR SHIFTS FOR PHARMACY AND POISON CONTROL.....	96
TEN HOUR SHIFTS FOR RADIATION ONCOLOGY AND ONCOLOGY NURSING.....	97
TEN HOUR SHIFTS FOR ED ADMISSION SPECIALISTS.....	98
NURSING SUPER SHIFT FOR CRITICAL CARE FLOAT POOL AND ICU.....	99
UCONN MEDICAL GROUP	99
UMG PILOT WORK SCHEDULES	100
VOLUNTARY LEAVE AGREEMENT.....	100
POSTDOCTORAL FELLOWS AGREEMENT.....	101
STATE COALITION ON PAY EQUITY (SCOPE).....	111
OBJECTIVE JOB EVALUATION (OJE) FOR UHP.....	116
APPENDIX I MERIT CRITERIA	122
JOB TITLES.....	124
PAY SCALES	128
INDEX	134
SIGNATURE PAGE.....	137

Article 1 RECOGNITION

1.1

The State of Connecticut through the Board of Trustees for UConn Health, Farmington, (hereinafter known as the Employer) recognizes the American Federation of Teachers, AFL-CIO, (hereinafter known as the Union) as the sole and exclusive bargaining agent for the purposes of establishing salaries, hours and other conditions of employment for the professional employees on the regular payroll in the bargaining unit which excludes per diem employees, University Hospital Resident Physicians and Dentists, Graduate Assistants, Faculty, and Managerial/Confidential Exclusions as defined in C.G.S. 5270.

1.2

The Board of Trustees reserves its right under the State Collective Bargaining Statute, Section 5-270 to exclude additional positions which are or which may become managerial during the life of this contract. Such exclusions shall be made in accordance with the process delineated in the Memorandum of Agreement regarding management exclusions.

1.3

The Department of Human Resources shall send to the Union every six months a list of all individuals and their titles who are managerial or confidential exclusions.

1.4

Whenever in this Agreement eligibility for a benefit is premised on an employee's having an assignment authorization of fifty (50) percent or more (such as but not necessarily limited to personal leave, tuition waiver, payment for jury duty, disability insurance):

- a.** The employee must actually be paid the percentage of time specified in the assignment authorization.
- b.** The assignment authorization must be in effect for sixty (60) days. Therefore, an employee whose assignment authorization is increased from below fifty (50) percent to fifty (50) percent or more shall not be eligible for the benefit until the assignment authorization has been in effect for sixty (60) days; an employee whose assignment authorization is decreased, shall not have such benefits reduced or eliminated until the reduction has been in effect for sixty (60) days. In the case of benefits which coincide with the calendar month, the change shall take place on

the first of the month which follows a period of 60 days or a major portion thereof.

The above does not apply to vacation, sick leave and seniority. Sick leave and vacation shall continue to be prorated as specified in the Agreement. Seniority shall continue to be prorated based on assignment authorization percentage.

An employee's previously accrued leave shall not be increased or decreased as a result of a change in assignment authorization; however, eligibility for leave and/or the rate of accrual shall be modified as provided in Section 1.4.

With respect to personal leave:

- a. An employee shall lose personal leave time accrued upon a decrease of assignment authorization to below fifty (50) percent.
- b. An employee whose assignment authorization is increased to fifty (50) percent or more shall receive pro rata personal leave.

Article 2 CHECK-OFF

2.1

- a. Employees who join the Union shall pay dues and initiation fees (if applicable) in accordance with the terms of this Article.
- b. UConn Health may deduct contributions in the amount specified from the gross paycheck of each person in the unit who authorizes in writing payments to fund-raising drives sponsored by UConn Health.

2.2

The Employer shall deduct from the biweekly wages Union dues and initiation fee, as established by the Union. Such deductions will begin no later than the first pay period following the Union's notification to UConn Health that the employee has become a member. The initiation fee shall be paid in five (5) consecutive biweekly installments. The Employer shall continue to deduct dues from each member that has authorized such deductions until the Union notifies UConn Health to stop deducting such dues.

2.3

Should an employee's FTE status change, the amount of Union dues shall change accordingly.

2.4

The amount of dues deducted under this Article shall be remitted to the Union as soon as practicable after the payroll period in which the list of employees for whom any such deduction is made. Each month the Employer shall give to the Union a list of employees who have paid dues for that month.

2.5

No payroll deduction of dues shall be made from workers' compensation or for any payroll period in which earnings received are insufficient to cover the amount of deduction, nor shall deduction be made from subsequent payrolls to cover the period in question.

2.6

The Employer shall continue its practice of payroll deductions as authorized by employees for purposes other than payment of union dues, provided any such payroll deduction has been approved by the Employer in advance.

2.7

The Employer agrees to furnish the Union each month with the names of newly hired employees.

- a. Reports and computer runs developed specifically for the Union will be furnished at the going rate.

2.8

Union dues shall not be deducted for any other employee organization

2.9

The Employer assumes no obligation, financial or otherwise, arising out of the provisions of this Article, and the Union hereby agrees that it will indemnify and hold the Employer harmless from any claims, actions or proceedings hereunder. Once the funds are remitted to the Union, their disposition thereafter shall be the sole and exclusive obligation and responsibility of the Union.

**Article 3
NONDISCRIMINATION**

3.1

The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to age, sex (including pregnancy), marital status, race, ethnicity, ancestry, color, religious creed, national origin, sexual orientation, transgender status, gender identity or expression, genetic information, veteran status, political belief, political affiliation, physical

disability or intellectual disability unrelated to job performance, past or present history of mental disability or learning disability, or membership or participation in any employee organization, or any other characteristic protected by law.

3.2

The Union recognizes its responsibility as bargaining agent and agrees to represent all employees in the bargaining unit without discrimination.

3.3

Section 3.1 is a statement of intent and as such is grievable only under the non-contractual grievance procedure.

3.4

The employer will have the right and duty to take all actions necessary to comply with the provision of the Americans with Disabilities Act, 42 U.S.C. 12101, et. seq. (ADA). Upon request the employer will meet and discuss specific concerns identified with the Union; however, this shall not delay any actions taken to comply with the ADA.

Article 4 BOARD PREROGATIVES

4.1

It is recognized that the Board of Trustees has and will continue to retain, whether exercised or not, the sole and unquestioned right, responsibility or prerogative to direct operations of UConn Health in all aspects. The Board shall make rules for the government of UConn Health including, but not limited to, all patient care activities, those concerning the admission of students, the setting of fees for tuition and refund of tuition, the establishment of schools, colleges, divisions and departments, and the expenditure of funds within the amounts available.

4.2

The ability to determine, to make rules for, or to approve such things as patient care activities, the care, maintenance, and operation of buildings, land, apparatus, and other property used for school programs and courses; staffing requirements; the calendar; the selection, appointment or assignment of duties and hours of work; leaves of absence, vacations, sick leaves, terminations of service, qualifications, rank, and status of individual members of the professional staff; standards of performance, discipline, order and efficiency; as well as the decision to reward, promote, demote, suspend, discipline or discharge unit members for just cause, to terminate unit members for lack of work or other legitimate reason, to determine whether the whole or any part of the operation shall continue, to submit budgets to the General Assembly, to make such transfers of funds within the appropriated

budget as it shall deem desirable, and to expend monies for the operation of UConn Health shall be under the sole jurisdiction of the Board of Trustees.

4.3

These rights, responsibilities and prerogatives are not subject to delegation in full or in part except that the same shall not be exercised in a manner inconsistent with or in violation of any of the specific terms and provisions of this Agreement. No action taken by the Board with respect to such rights, responsibilities, and prerogatives other than the specific provisions contained in this Agreement shall be subject to the grievance provisions of this contract.

Article 5 UNION RIGHTS

5.1 Bulletin Boards.

The Employer agrees to provide bulletin boards for the sole and exclusive use of the Union in accordance with the terms described herein (Section 5.1). These bulletin boards shall be placed in mutually agreed upon areas where UHP members would normally be expected to frequent. UConn Health will add a bulletin board to any building owned by UConn Health where 50 or more UHP members work.

5.2 Internal Mail System.

The Employer agrees to allow the Union to use the mail system at the current rate for the internal delivery of mail with the stipulation that a disclaimer regarding authorship and funding appears on all materials.

5.3 Union Access to Premises.

- a. Up to three (3) designated Union staff representatives shall be permitted to enter the facility at any reasonable time for the purpose of discussing, processing or investigating grievances provided that they give notice of their presence to either the supervisor or, if the employee is not available, to the next higher level of supervision or to the department head.
- b. The Union will insure that such visits shall take place when the employee is otherwise free from duty and that it does not interfere with the mission of UConn Health.
- c. No recruiting of members, collecting of dues or other Union activities shall be conducted during normal work hours.
- d. The AFT will furnish the Administration with a written list of all officers, staff representatives, Union representatives and stewards

annually, and will notify the Department of Human Resources when changes occur.

- e. Once at UConn Health, all staff representatives must contact the Department of Human Resources and list the departments and work areas they intend to visit that day. If the meeting has been set up with management or if the meeting is held outside of work time in a non-work area, the Department of Human Resources need not be contacted.

5.4 Meeting Rooms.

The Employer agrees to make available meeting rooms at the request of the Union, contingent upon availability and subject to prior scheduling. For partisan political activity, the Union will pay the going rate for use of the meeting rooms.

5.5 Information.

The AFT and the Employer shall exchange information needed for collective bargaining and the agenda and minutes of all open meetings of the Board and the Union.

Article 6 GRIEVANCE PROCEDURE

6.1 Definitions.

- a. A contractual grievance shall be limited to a claim that there has been a violation of a specific term(s) or provision(s) of this Agreement or of those conditions of employment which are specified in the contract.
- b. A non-contractual grievance shall be a dispute concerning the practices and policies of UConn Health.
- c. A Grievant may be an individual employee, a group of employees, or the Union on behalf of an individual or group of employees. It is understood that when the Union grieves on behalf of an employee or a group of employees, it shall identify the individual(s) and that the individual(s) may be required, by either party to this Agreement to testify at all levels of the grievance procedure.
- d. Immediate supervisor shall mean the first person outside the bargaining unit with responsibility and authority to direct the Grievant; it may be a supervisor, department head, director, dean, or

someone designated as the supervisor with adequate authority to resolve the matter.

- e. As used in this Article, "weekday" shall mean Monday through Friday, exclusive of the holidays listed in Section 8.1.

6.2 Informal Stage.

The purpose of the grievance procedure is to secure, at the appropriate administrative level, solutions to any contractual or non-contractual problems which may arise. The parties to this Agreement shall attempt to resolve problems informally to minimize the filing of formal grievances. Nothing herein shall be construed as limiting the right of any employee having a problem to discuss the matter informally with appropriate Union grievance representatives. Nothing in this article curbs the right of UConn Health Administration to meet with members of the unit to discuss informally such matters pertaining to a problem as the Administration desires.

6.3 Step One: Immediate Supervisor.

The Grievant and a representative of the Union (if the Grievant so desires) shall within thirty (30) weekdays of the event or the knowledge of the event giving rise to the grievance, submit said grievance in writing to the immediate supervisor. The immediate supervisor shall respond in writing within twenty (20) weekdays of the submission.

6.4 Step Two: Executive Vice President Level.

If the grievance has not been resolved to the satisfaction of the Grievant or the Union it shall within ten (10) weekdays of the receipt of the decision at Step One submit the grievance in writing to the Executive Vice President with simultaneous copy to Labor Relations. The Executive Vice President or designee shall within ten (10) weekdays of the receipt of the grievance meet with the Grievant and the Union representative. Within twenty (20) weekdays of the submission of the grievance at this level (Step Two) the Executive Vice President or designee shall respond in writing.

6.5 Step Three: Arbitration.

- a. If the grievance is not resolved to the satisfaction of the Union, within twenty (20) weekdays of the receipt of the decision at Step Two, the Union may submit - with notice to the Executive Vice President with simultaneous copy to Labor Relations - the grievance to the American Arbitration Association for resolution in accordance with their then current rules.
- b. Further, to qualify for arbitration, the grievance must meet the definition of a contractual grievance (6.1a) and must cite the specific article(s) of the contract involved.

6.6 Authority of the Arbitrator.

- a.** The arbitrator shall hear and decide only one grievance in each case.
- b.** The arbitrator shall neither add to, subtract from, modify or alter the terms and provisions of this Agreement. Arbitration shall be confined solely to the application and/or interpretation of this Agreement and the precise issues submitted for arbitration. The arbitrator shall refrain from issuing any statements of opinion or conclusions not essential to determining the issues submitted.
- c.** Fees and expenses of the arbitrator shall be borne equally by the Board and the Union.
- d.** The decision of the arbitrator shall be final and binding provided that the terms of this section are not violated.

6.7 General Provisions.

- a.** Any grievance not presented in writing within thirty (30) weekdays of the occurrence or the knowledge of the occurrence of the conditions giving rise thereto, shall not thereafter be considered a grievance under this procedure.
- b.** Failure at any step of this procedure to appeal a decision within the specified time limits shall be considered acceptance by the aggrieved of the decision rendered and such decision shall thereafter be binding upon the aggrieved and the Union.
- c.** Failure by the Employer to respond to the grievance and the Union within the time limits specified at any step allows progression to the next step.
- d.** Meetings held under this procedure shall be conducted at a time and place which shall afford a fair and reasonable opportunity to attend for all persons proper to be present. When such meetings are held during working hours, all persons who participate shall be excused without loss of pay for that purpose. Persons proper to attend for the purposes of this section shall be defined as aggrieved employees, their Union representative(s) and qualified witnesses.
- e.** At least one meeting shall be held with the immediate supervisor and the Union (and the grievant if the grievant so desires) at the informal stage and/or at Step One of the grievance procedure.

No complaint informally resolved or grievance resolved at either Step One or Step Two shall constitute a precedent for any purpose unless agreed to by the parties.

- f. Non-contractual grievances terminate with the Executive Vice President or designee as the final step and are not subject to arbitration.
- g. The filing of a notice to proceed to arbitration shall constitute a waiver of rights to judicial review by either party, except where prohibited by law.
- h. All time limits above may be extended by mutual agreement of the parties.
- i. Non-renewal of an employee with an ending date, or non-renewal of an employee due to termination or non-renewal of the grant or contract funding for the employee's position is not subject to either the contractual or non-contractual grievance procedure provided the employee is informed of the terms of their employment in writing at the time of employment.
- j. Participants in the grievance procedure shall be protected under the provisions of Connecticut State Statute 5-271.

Article 7
RESOLUTION OF DIFFERENCES
(NO STRIKE)

7.1

The Board and the Union agree that any and all differences or disputes between the parties shall be settled by peaceful and rational means.

7.2

Neither the Union nor any employee shall engage in, instigate, condone or support a strike, work stoppage, slowdown, concerted withholding of services, sickout or any interference with the mission of UConn Health.

7.3

The Union shall make every effort to prevent or terminate any violation of this article.

7.4

The Board of Trustees reserves the right to discipline employees for breach of the No-Strike article.

**Article 8
HOLIDAYS**

8.1

The following days are designated as legal holidays:

NEW YEAR’S DAY	INDEPENDENCE DAY
MARTIN LUTHER KING DAY	LABOR DAY
LINCOLN’S BIRTHDAY	COLUMBUS DAY
WASHINGTON’S BIRTHDAY	VETERAN’S DAY
GOOD FRIDAY	THANKSGIVING DAY
MEMORIAL DAY	CHRISTMAS DAY
JUNETEENTH DAY (AS OF JUNE 2023)	

8.2 Holiday Observance.

- a. For pay purposes the holiday is the day designated by the Governor as the observed day. Each full-time employee in this bargaining unit shall be granted time off with pay for any legal holiday. Pass days are days in lieu of a Saturday or Sunday. When a holiday falls on an employee's pass day, the employee will receive an equivalent day off in lieu of a paid holiday.

Notwithstanding the above, in continuous operations, New Year’s Day, Independence Day, and Christmas Day shall be celebrated on January 1, July 4, and December 25 respectively, even if these holidays fall on Saturday or Sunday. “Continuous operations” is defined as an area and/or job title where work is performed seven (7) days per week.

- b.
 - 1. Tier I: Part-time employees in the bargaining unit will receive pay for the number of hours they would normally be scheduled to work on the day the holiday is observed.
 - 2. Tier II: Part-time employees in the bargaining unit shall receive holiday benefits based on percent employed as indicated on their assignment authorization in the same manner as full-time bargaining unit members.
- c. A holiday occurring when an eligible employee is on sick leave or vacation leave shall be counted as a holiday and not charged to sick or vacation leave.

8.3 Holiday Scheduling.

- a. When in the judgment of the supervisor workloads permit, employees will be given two (2) of these three (3) major holidays duty free: Thanksgiving, Christmas, and New Year's Day.

8.4 Compensation for Working a Holiday.

- a. If an employee is scheduled by their supervisor to work on a holiday, the employee shall be granted a day off in lieu thereof. In addition, any Tier I employee required to work on a major holiday shall accrue compensatory time at time and one half for all hours worked.
- b. Tier II** employees shall receive time and one-half for working any of the six (6) major holidays*** in addition to a compensatory day off. At the employee's request the employee shall be granted pay in lieu of compensatory time for all holidays. For the evening shift only, any Tier II employee who is required to work on Christmas Eve or New Year's Eve shall be paid time and one half.
- c. Tier II employees who are "called back" to work on non-major holidays will be paid overtime at time and one-half for the hours worked in lieu of compensatory time.

8.5 Compensatory Time.

- a. Compensatory time shall be taken at the employee's discretion, subject to the approval of the supervisor.
- b. Employees must be permitted use of their compensatory time at a mutually agreeable time within the following schedule, or at the end of a grant, whichever is sooner: Time earned between April 1st and September 30th must be used by the following March 31st; time earned between October 1st and March 31st must be used by September 30th.
- c. At the discretion of UConn Health Administration, Tier I* employees may receive payment in lieu of compensatory time. An employee leaving the employ of UConn Health shall receive the time or be granted a lump sum payment for unused compensatory time.
- d. At the employee's request, Tier II employees shall be granted pay in lieu of compensatory time for all holidays.

If the parties are unable to agree upon a time for the compensatory day to be scheduled (as in the above schedule), the compensatory time shall be paid.

- e. Employees may request to be paid for any amount of accrued compensatory time twice per year. Requests must be submitted to the appropriate manager by January 15th and July 15th and to Human Resources by February 1st and August 1st and payment will be made the first payroll date in March and September. Requests for payout of compensatory time under this section cannot be denied.

* Tier I means employees who do not keep hourly time card records.

** Tier II means employees who keep hourly time card records.

*** Major holidays are:

New Year's Day	Labor Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

Article 9 TRANSFERS

9.1

A transfer shall be defined as a non-temporary movement of an employee from one position to a different position which is new or vacant.

9.2

Employees desiring to transfer to other jobs for which they are qualified may submit an application in writing to the Department of Human Resources. Such applications will be forwarded to the appropriate supervisor for consideration. In general no application for an employee transfer will be accepted unless the employee has completed a minimum of six (6) months in their current position.

9.3

Prior to making an involuntary transfer, the employer shall identify the employees whom it deems eligible for consideration for transfer and then shall seek volunteers from among those employees. The employer reserves the right to select from among the volunteers and, if there are no volunteers, to select the employee who will be transferred.

An employee shall be given two (2) weeks notice of an involuntary transfer.

Article 10
VACANCIES

10.1

- a. Whenever a vacancy exists in any existing job classification, or as the result of the development or establishment of a new job classification, a notice of such opening shall be posted by the Department of Human Resources on its website. The posting shall include qualifications required, and the ending date for applications. Members of the bargaining unit shall be given the opportunity to apply for the posted position for a minimum of 7 days. This posting may also be simultaneously subject to external recruiting efforts. At the end of the application period UConn Health shall give preference in filling the vacancy to internal applicants whose qualifications and experience are equal or superior to external applicants for the position. Internal applicants who wish to be interviewed for a position and who meet the minimum qualifications posted for the position shall be interviewed. Minimum qualifications includes all special qualifications posted for the position. An employee or laid-off individual who applies for a position must be willing to work the hours of the position regardless of the previous work schedule.
- b. This provision is intended to allow new faculty to bring their existing staff in Research job titles to UConn Health. The positions used to staff any extramural grant or contract (with the exception of Research Assistants 1) being transferred to UConn Health will not be considered vacancies under Article 10. In addition, such positions will not be subject to the provisions of Article 20, Section 20.6, unless an employee on recall (at the time the written offer of employment is made to the faculty member) meets the minimum qualifications for the position and any special qualifications in the job posting. Contractual posting requirements and the probationary period for these positions will be waived automatically. If a person on recall accepts the position offer (at the time the written offer of employment is made to the faculty member) they will still be considered on recall until the faculty member is employed by UConn Health. Employees on recall who turn down an offer under this Section will not have their refusal count as a waiver under the recall provisions.

10.2

An employee who is placed in a higher classification or promoted to a higher classification shall be placed on the step in the new salary grade which gives the employee an increase at least equal to the dollar amount of the difference between the first two steps in the new grade. New hires shall not be brought in at a higher step than employees already in that job title unless their experience specific to the posted job is greater than incumbents in that position. Employees hired into

vacancies at the same salary grade or lower shall be placed on the step closest to their current salary without being more.

No employee shall be hired for less than the minimum salary in the appropriate pay grade for the classification.

10.3

- a.** The Nurse manager on each unit will post the vacancy and/or shift change.
- b.** Each vacancy and/or shift change will be dated and posted in the unit until the position/shift is filled.
- c.** Notice of the vacancy will be sent to Human Resources for posting in the bulletin.

Article 11 SICK LEAVE

11.1 Sick Leave

- a.** Each full-time employee shall accrue sick leave credit at the rate of one and one quarter (1 1/4) days for each completed calendar month of continuous full-time service.
- b.** Part-time Tier II employees shall accrue sick leave at the rate of .058 hours per each regular hour paid to a maximum of one hundred and twenty (120) hours per year. Part-time Tier I employees shall accrue sick leave according to their percentage of time employed as indicated on their current assignment authorization.
- c.** The Employer shall require proof of illness on a prescribed medical certificate form from the employee's treating physician when sick leave of five (5) consecutive scheduled work days or more is taken. The Employer also may require proof of illness on a prescribed medical certificate form from the employee's treating physician in all cases of suspected abuse.

An employee may provide the medical certificate directly to the Department of Human Resources and confidentiality shall be maintained. UConn Health shall not discuss an employee with her/his physician(s) without prior permission of the employee. This

provision shall not affect the current practices in workers' compensation.

- d.** Each employee who retires under Chapter 66 of the Connecticut General Statutes or who dies shall be compensated effective as of the date of retirement at a rate of one quarter (1/4) of the employee's daily salary for each day of sick leave accrued to a credit up to a maximum payment equivalent to sixty (60) days of pay.
- e.** There shall be no maximum to the amount of sick leave that may be accumulated.
- f.** UConn Health shall grant sick leave to an eligible employee who is incapacitated for duty.

An eligible employee also shall be granted sick leave:

- 1.** for medical, dental, or eye examination or treatment for which arrangements cannot be made outside of working hours provided the employee provides three business days' notice when possible;
 - 2.** in the event of death in the immediate family when as many as three working days leave with pay shall be granted. Immediate family for purposes of this subsection (f.2) only means spouse, parent, step-parent, sibling, step-sibling, grandparent, child, step-child, grandchild, and step-grandchild and also any relative or partner who is domiciled in the employee's household;
 - 3.** in the event of illness or severe injury to a member of the immediate family creating an emergency, provided that not more than five days of sick leave per calendar year shall be granted therefor; Immediate family means spouse, parent, sibling, grandparent (maternal or paternal only) or child, and also any relative who is domiciled in the employee's household;
 - 4.** for bereavement of persons other than members of the immediate family when permission is requested and approved in advance by their supervisor and provided that not more than three days of sick leave per calendar year shall be granted, therefor.
- g.** UConn Health shall continue its practice of allowing employees to donate accrued vacation and/or compensatory time to the sick leave

account of a fellow bargaining unit employee who is absent due to a long-term illness or injury, subject to the following:

1. The absent employee must have a minimum of one (1) year of service.
2. The absent employee must have exhausted all of their accrued paid time and otherwise be on leave without pay status.
3. A request to donate vacation and/or compensatory time may be initiated by the Union or employee(s).
4. The request shall be submitted to the Department of Human Resources, and shall include a current medical certificate on the form prescribed by UConn Health.
5. Donations must be a minimum of four (4) hours.
6. Donations will be applied to the absent employee's sick leave account as needed each pay period, by consultation between the Department of Human Resources and the employee or Union representative coordinating the donations. Donations and transfers of days shall not exceed the number of days needed to prevent the absent employee from being on leave without pay, and shall not extend beyond the commencement of long-term disability benefits described in Section 21.2b.

- h. Sick Leave Accrual.** No sick leave shall accrue for either a Tier I or Tier II employee for any bi-weekly pay period in which the employee is absent without pay for three (3) working days.

11.2 Disability Leave.

- a.** An employee who becomes disabled (including maternity disability) shall be granted a medical leave of absence with position held while on State or Federal Family and Medical Leave, SEBAC Supplemental Leave or State Pregnancy Disability Act, as eligible. Such leave shall require exhaustion of sick, vacation, personal and compensatory time prior to going unpaid. Following the exhaustion of all paid leave and all Federal/State entitlements, UHP unpaid leave with position held may be granted for the remainder of the one-year period following the commencement of leave, if

applicable. Position held status shall not exceed Federal, State and SEBAC entitlements, one year, or the exhaustion of all paid leave, whichever comes later.

UHP unpaid leave with position held is not available to employees in their original working test period.

- b. While on approved medical leave, medical and life insurance shall continue as is, with UConn Health paying its portion and the employee paying their portion of the coverage, if applicable.
- c. The above benefits are in addition to the benefits provided by the disability insurance policy covering eligible employees in accordance with Article 21.1.b. Disability payments shall not be made concurrently while an employee is on paid medical leave of absence.

Additional details concerning this program are found on the Department of Human Resources website. Eligible employees, in accordance with Article 21.1.b, that are 50% or greater are covered under the long-term disability plan as provided to UConn Health professionals.

**For Research Assistants or Associates, the leave of absence, both paid and unpaid, shall be with position held or to an equivalent position with equivalent pay.

11.3 Bonding Leave Other Than Disability.

- a. Employees eligible for Federal FMLA or State FMLA and/or SEBAC supplemental leave may request bonding leave and shall be required to use all accrued leave as applicable.
- b. Employees who have completed their initial probationary period shall be granted a personal leave with position held ** following the exhaustion of all other leave entitlements.
- c. The length of all paid and unpaid leave pertaining to the birth of a child (medical and bonding) shall not exceed twelve (12) months in a two-year period, or the end-date of the appointment, whichever is sooner.
- d. Leave under this section shall run concurrently with any leave provided pursuant to Section 12.5.

- e. All requests for leave under this section must be submitted in writing to the Department of Human Resources. Except in cases of emergency, the request for leave must be submitted one (1) month in advance of the anticipated date of leave. In all cases of leave with position held, the employee must affirm their intent to return to employment at UConn Health. The statement of intent to return shall normally be submitted with the request for leave, but shall be submitted no later than the start of a family leave or non-disability leave without pay.

** For Research Assistants or Associates, the leave of absence, both paid and unpaid, shall be with position held or to an equivalent position with equivalent pay.

11.4 Use of Sick Time on Extra Shifts.

Tier II part time employees who have booked shifts beyond their assignment authorization, shall be able to use sick leave as per this article on extra shifts, provided that no more than two sick time occurrences are used in a calendar year. A booked shift is any vacant shift that is on the schedule and is filled by management. Employees whose assignment authorization is less than fifty (50) percent shall not be eligible to use sick leave for extra shifts.

Article 12 LEAVES

12.1 Personal Leave.

- a. Each employee in the bargaining unit shall be entitled to three (3) personal leave days per year. Such leave may be taken for any reason. Employees are encouraged to give as much advance notice as possible. Personal leave is not accrued nor paid out upon separation from employment.
- b. For all JDH or UMG employees in clinical and ancillary areas, personal leave time may not be taken for either part or the entirety of the employee's shift immediately preceding a major holiday, on the major holiday, or the shift immediately following a major holiday, except in the case of a bona fide emergency that is documented. In instances of a full or partial Department closure on the day before a major holiday, on a major holiday, or on the day after a major holiday, management may authorize the use of personal leave for either a full or partial day. In the instance of a full department closure, all employees in the department shall have the right to use a personal day. In the instance of a partial closure, leave will be granted by seniority on a rotational basis.

- c. Part-time employees whose assignment authorizations are at least fifty (50) percent will receive a prorated share of personal leave according to their percentage of employment as indicated on their assignment authorization.
- d. For the life of the Contract, the three (3) personal leave days shall be granted on the first day of the first full pay period of the month of the employee's birth. A complete list of the dates of the first days of the first full pay periods of each month covered by this Contract is on pages 85-86.
- e. New employees receive three (3) personal leave days, or their prorated share, upon hire. Personal leave time will also be pro-rated upon hire to the employee's birth month.
- f. Each employee who works in JDH, UMG, Dental Clinics, University Dentists, or Creative Child Center, who does not use all of the personal leave days (such days are prorated for part-time staff) granted to them per year, shall receive compensation for each personal leave day not used on a one-for-one basis, except as noted in 12.1.a of this Article. Compensation shall be at the employee's regular pay rate. This Section shall not apply to employees who are funded under extramural grants or contracts.

12.2 Release Time for Union Business.

- a. The Employer shall grant release time totaling thirteen hundred and fifty (1,350) hours per year in the aggregate to bargaining agent representatives designated by the Union in accordance with Article 12.2(b,c,d) below.
- b. The Associate Vice President for Human Resources in charge of collective bargaining shall be advised of individual(s) so designated.
- c. Release time shall be utilized in a manner which is least disruptive to the individual's professional responsibilities and UConn Health's operation.
- d. Except in unusual cases beyond the Union's control, the Union shall inform the Associate Vice President for Human Resources in charge of collective bargaining or designee in writing at least ten (10) calendar days prior to the day of release (with a carbon copy to the immediate supervisor of the unit). The written notice shall state the following:
 - 1. the name of the employee to be released;

2. the name of the first supervisor outside the bargaining unit responsible for the employee;
3. the telephone number of the supervisor;
4. the date and time of the requested release time;
5. the number of hours to be charged to release time.

The ten (10) calendar days notification may be waived with the approval of the first level supervisor out of the bargaining unit.

- e. Union Leave. (This section does not apply to persons funded from Grants or Contracts). Effective July 1, 1988, one employee elected or appointed to a full-time or part-time office with the Union shall be granted a paid leave of absence with position held not to exceed two years. The Union shall reimburse UConn Health for the salary and fringe benefits of the employee. During such leave the employee shall maintain all accrued vacation and sick leave. In order to return to the employee's position, nine (9) weeks prior to the expiration of the leave the employee granted Union leave must notify UConn Health of the employee's intention to return. After the election of officers, the Union President shall notify UConn Health on or after July 1 of each year of the individual who will be placed on this leave.
- f. Up to two (2) employees elected or appointed to a full-time or part-time position with the Union shall be granted a paid leave of absence during any one (1) year. Such employee shall have the right to return to the same or comparable position previously held, if open. If no such position is open, the employee(s) will be considered laid off, with all rights other than bumping. In order to claim this right of return, nine (9) weeks prior to the expiration of the leave the employee granted Union leave must notify UConn Health of the employee's intention to return. The Union shall reimburse UConn Health for the salary and fringe benefits of the employee on a quarterly basis in advance. During such leave the employee shall maintain all accrued vacation and sick leave. The Union President shall notify UConn Health by July 1 of each year of the individuals who will be placed on this leave.
- g. The combination of employees on leave at any one time under the provisions of 12.2e and 12.2f above shall not exceed three individuals.

12.3 Attendance at Conventions.

During the contract year, a total of nine (9) delegate days shall be permitted the Union for attendance at State and/or national AFT and AFL-CIO conventions

and/or seminars. With the permission of the supervisor and adequate notification in advance, three (3) additional days without pay may be taken.

12.4 Educational Leave.

- a. Non-degree.** Paid or unpaid educational leave to attend conferences, seminars, or workshops may be granted by the Executive Vice-President or their designee, or the Hospital Director as appropriate, for purposes of professional growth and development. Such leave shall be related to the employee's duties and be of perceived value to the Employer.
- b. Degree.** Leave of absence without pay may be granted by the President for reasons considered to be in the best interest of the University and in the interest of professional growth and improvement of the staff member concerned. All such cases are treated as special cases. Staff members desiring such leaves should apply through their department head and dean to the Executive Vice-President.

12.5 Parental/Adoption Leave.

- a.** Upon the birth or adoption of a child, unpaid leave of absence (position not held) up to one (1) year may be granted either parent requesting it.

(This leave may run co-terminus with maternity and/or sick leave.)
- b.** Upon sixty (60) days notice, an employee on leave under (the terms of) 12.5a shall be returned to the employee's vacated position if it is available.
- c.** Provided the supervisor receives a written request at least thirty (30) days in advance, the father or the adoptive parent shall be entitled to receive unpaid leave (position held) for sixty (60) days.
- d.** Up to three (3) days of paid leave, deducted from sick leave, will be provided to an employee in connection with the birth, adoption or taking custody of a child. This leave shall be co-terminus with any leave granted pursuant to this section or Section 11.2a.

12.6 Military Leave.

Any employee who is a member of a reserve force of the United States or the National Guard of any state shall be granted a maximum of three (3) weeks paid

leave of absence in each calendar year for the purposes of attending annual field training or active duty for training.

12.7 Jury Duty or Court Appearances.

Each employee whose assignment authorization is at least fifty (50) percent who is accepted as a juror or required to appear in court for reasons resulting from the employee's UConn Health employment shall be granted leave for such purposes at no loss of pay or charge to any other leave, provided that:

- a. The employee notifies the appropriate department head within two (2) days of receiving notification to serve as juror or to appear in court; and
- b. The employee turns the jury pay over to UConn Health.
- c. For the day and evening shifts, if jury duty is cancelled, the employee shall report to work at their next regularly scheduled shift. The current practice regarding jury duty or court appearances will continue for employees who work the night shift. The employees will continue to provide the appropriate Department head with notice of jury duty. Management will continue to schedule around the employee's jury duty. If the jury duty is cancelled, the employee will have the choice of using vacation time, personal time, compensatory time, or unpaid leave.

12.8

An employee on paid leave shall have their benefits maintained by the Employer.

12.9

An employee on unpaid leave shall have the opportunity to continue their insurance benefits at their own expense in accordance with the terms of the policies under which the employee is covered.

12.10

In lieu of posting a position or using special payroll, a department may temporarily increase the FTE of its employees to cover the absence of a department employee who is out on medical leave, workers compensation, etc. Said increase shall be offered to all employees who can perform the needed duties and be awarded in an equitable manner, i.e. considering the skills needed, shift/schedule needed, and seniority, in that order. Said temporary assignment is voluntary, can only last for the duration of the leave, and cannot be made permanent without following the normal posting procedures. Prior to making this temporary increase the Union shall be notified.

Article 13
VACATION LEAVE

13.1

a. Tier I Employees Who Do Not Keep Hourly Time Card Records.

Each full-time Tier I employee shall accrue .843 vacation days credit for each complete pay period of continuous full-time service, for an average of twenty-two (22) days per year.

b. Tier II Employees Who Keep Hourly Time Card Records.

Each full-time Tier II employee shall accrue 4.6 hours of vacation credit for each complete pay period of continuous fulltime service, for an average of fifteen (15) days per year. Each full-time Tier II employee who has completed fifteen (15) years of service shall be entitled to accrue 6.13 hours of vacation credit for each complete pay period of continuous full-time service.

c. Part-time Tier II employees shall accrue vacation leave at the rate of .058 hours for each regular hour paid to a maximum of one hundred and twenty (120) hours per year.

Part-time Tier I employees will receive a pro-rated share of vacation leave according to their percentage of time employed as indicated on their assignment authorization.

All part-timers shall be entitled to have their accrual of vacation increase at the same rate as full timers with years of service for this benefit not prorated.

d. No vacation leave shall accrue for either a Tier I or a Tier II employee for any bi-weekly pay period in which the employee is absent without pay for two (2) working days.

e. After the waiting list referenced in Sec. F below is satisfied, employees shall submit written, dated requests for vacation to which the supervisor shall respond in writing within one week. Except for emergencies, requests which have been approved shall be honored. In the event that more employees request the same vacation than can reasonably be spared for operating reasons, vacation time off will be granted on the basis of seniority. This section shall not apply where the less senior employee has already submitted and had such employee's vacation schedule approved. A grant shall be considered a department for the purpose of this article. Seniority for the purposes of this Article shall be in accordance with Article 27.

f. Vacation Scheduling. Notwithstanding any language in this Article to the contrary, the parties agree that work units covered under 12.1.e (JDH, UMG, Dental Clinics, University Dentists, and Creative Child Center) and not covered by a separate agreement (e.g. Creative Child Center, Laboratory Medicine, Neonatal Intensive Care Unit, Radiology and University Postdoctoral Fellows) will schedule vacations in accordance with the following:

1. Supervisors will post schedules for Major Holidays by September 1st for the following year. Major Holiday assignments will be rotated among employees each year. The holiday schedule takes precedence over the vacation schedule.
2. To assist in the scheduling of vacation time, employees may submit vacation requests between September 1 and September 15 of each year. Employees may request time for the period of January 1 through December 31 of the next year. Requests will be granted in seniority order, giving precedence to those requesting a full workweek. Part timers requesting their entire workweek off meet this requirement. The vacation schedule will be posted on September 30.

Workweek is defined as starting on a weekend.

- a. For non-24/7 areas the workweek is Saturday through Friday.
 - b. For 24/7 areas, the workweek is Saturday 12:01 am to Friday 11:59 pm.
 - c. For units with twelve hour shifts the workweek is Friday at 7:00 pm through Friday at 6:59 pm.
 - d. For units with twelve hour shifts on the weekend that have a pattern of every third weekend, the workweek is defined as Saturday at 7:00 am through Saturday at 6:59 am.
3. Employees submitting requests during the posting time may request up to two weeks of vacation. Employees are limited to requesting one week of Holiday time during this posting period. Holiday time is defined as the weeks including Thanksgiving, Christmas, and New Year's Day; and will be assigned based on a rotating seniority list each year.

4. Each request for a full workweek will be considered a separate request.
5. Employees whose requests cannot be granted in accordance with paragraphs 2 or 3 will be placed on a waiting list and considered in order of seniority. The waiting list will be posted on September 30.
6. Seniority shall be determined as of August 15 each year in accordance with Article 27. When tiebreaking may be required, the lowest State employee number will be considered senior for the first vacation cycle. For subsequent cycles, seniority shall rotate by number among those tied.
7. New vacation leave requests will not be accepted earlier than October 1 for the following calendar year and will be handled in accordance with Article 13.1.e after the waiting list is satisfied. This includes all unclaimed Holiday time.
 - a. For new vacation requests submitted on October 1 or after, each day will be considered a separate 24-hour request period of 12:00 am to 11:59 pm.
 - b. All requests for vacation time off submitted within the same twenty-four (24)-hour request period will be considered in order of seniority. For example, if a less senior nurse submits a request on October 2 at 10:00 am and then a more senior nurse submits a request the same day at 2:00 pm, the more senior nurse will get preference since the requests came within the same twenty-four (24)-hour request period. These nurses will both have preference over any requests that come in on October 3 or later.
 - c. The Supervisor may not approve or deny any requests submitted sooner than the following day, but will still maintain the one (1) week response period as referenced in Article 13.1(e).
 - d. This section also applies to requests submitted for any holiday time that remains after the initial request period of September 1-September 15, provided the holiday being requested is not the holiday that the employee is expected to work as per the holiday track per Article 13(f).

8. Employees must have the appropriate accruals prior to the time the vacation is to take place.
9. Time off requests will be approved based upon reasonable operational needs.
10. If an employee elects to take a week off and has bumped another employee with less seniority, they must take the week off and not reduce the request to a few days.

13.2

Employees shall be permitted to accumulate vacation days to a maximum of sixty (60) days. No accumulation of vacation days beyond the maximum may be made without the permission of the Executive Vice President, Hospital Director or designee.

13.3

Subject to the approval of the department head, employees shall be allowed to choose the time of their own vacation leave. Department denials of employee's requests for vacation shall be based upon reasonable operational needs within the department.

13.4

If any employee is sick while on vacation leave, the sick time shall be charged against accrued sick leave. A medical certificate may be required by the supervisor.

13.5

Any member of the bargaining unit leaving the employment of the State will receive a lump sum payment for such employee's accrued vacation leave.

13.6

No payment shall be made for vacation leave earned if the employee leaves UConn Health before completing six (6) months of service.

Article 14 ASSIGNMENTS & SCHEDULING

14.1

Nurses in this article refers to employees in the nursing payroll titles.

14.2a

The term "charge nurse," as used in this Agreement, refers to a hospital "staff nurse" who is assigned administrative responsibility for the direction of a patient care unit for a shift. This excludes the Nursing Manager or Assistant Nursing Manager. When acting as a charge nurse, a nurse shall be paid an additional \$1.75 per hour. Nurses who are floated from their normal assignment to another clinical area shall not be required to perform charge duties at the new area unless there is no other experienced staff nurse or Assistant Nursing Manager in that unit. Tier II employees of the UConn Medical Group or any other clinical area may also be assigned charge responsibilities and receive payment in accordance with this section.

14.2b

Individuals appointed as Assistant Nurse Managers will receive an additional \$4,160.00 each year, paid biweekly.

14.3

Floating for UConn Health clinical staff who administer direct patient care, and those who support clinical staff who administer patient care (i.e., COA, PSR, MA), shall occur in accordance with their Core Competencies. An employee who commutes by way of mass transit shall not be floated to areas that are not readily accessible by foot or mass transit, unless the employee's hire letter requires the employee to be able to float.

Floating is to occur on a rotational basis, after volunteers are sought.

If patient care needs fall outside of the floating clinical staff's Core Competencies level, the clinical staff member may only assist within the employee's level of Core Competencies.

Updated Core Competencies will be readily accessible and reviewed by a manager or designee prior to the floating assignment.

ED/EP/CCL/IR/OB/L&D/NICU may assist with patient care only, to allow staff to return to primary unit based on patient need. When floated, ICU RNs will have a maximum of a three (3) patient assignment, but may be floated to all hospital and ED locations.

UHP shall be provided a copy of any clinical staff member's Core Competency checklist upon request, and such checklists shall be kept current.

The parties will review Core Competency checklists at least once a year. Either party may request a review at any time.

Mileage reimbursement at the State-approved rate will be given to employees who are moved to a different duty station after reporting to their assigned duty station.

Employees also will be reimbursed for travel in excess of their normal commuting mileage, except for float pool employees who have no normal commute.

All float pool nurses shall receive an hourly differential of \$3.00.

14.4

- a. Hospital nurses may request up to two (2) hours of refresher orientation every six (6) months in a float area. The Hospital shall make every effort to accommodate the request.
- b. Float related issues in areas other than Hospital nursing units shall be discussed between the parties as they arise.
- c. Medical Assistants assigned to John Dempsey Hospital may be floated anywhere in the Hospital.
- d. Action Nurses may be assigned to perform duties in any area of the Hospital, depending on the need.

14.5

Overtime shall be paid to eligible nurses when authorized in advance by the Departmental Manager, Nursing Manager, Assistant Nursing Manager, Administrative Supervisor, Nursing or Charge Nurse when on duty, for the time required beyond the regular shift. Eligible nurses are those who are paid hourly. If authorization is not received, the nurse may leave at the end of the shift.

14.6 Shift Preference.

As positions become vacant, Tier II staff on the same job classification who are equally qualified on the same departmental division (e.g., clinical chemistry, hematology, neonatal, etc.) shall have shift preference on the basis of seniority. For the purpose of shift assignment, seniority shall be in accordance with Article 27.

14.7 Weekend Differential.

- a. All Tier II employees who work the majority of their weekend shift between 12:01 a.m. Saturday until 12:01 a.m. Monday shall receive twenty-five percent (25%) of base salary as a weekend differential.
- b. Tier II employees in nursing departments currently receiving weekend differential for hours other than those indicated in 14.7a above may continue the current practice.
- c. Weekend differential shall not be pyramided when computing overtime pay.
- d. Weekend shifts for employees with twelve hour shift staffing patterns are as follows:

1. From Friday evening at 7:00 p.m. through Sunday evening at 7:30 p.m.
2. For units with twelve hour shifts on the weekend for a pattern of every third weekend, the weekend shifts are defined as Saturday at 7:00 a.m. through Monday 7:30 a.m.

14.8

- a. When, in the judgment of the supervisor, workloads permit, hospital employees may be scheduled for two (2) duty-free weekends per month. This provision shall not apply to employees who are hired specifically to work weekends or who request additional weekend work.
- b. Except for an emergency, all hospital schedules shall be for a minimum of four (4) weeks and shall be posted at least two (2) weeks in advance. After a schedule is posted employees shall be allowed to switch assignments amongst each other provided no overtime expense is borne by UConn Health as a result of such switching. All schedule changes are subject to the approval of the appropriate manager.

14.9 Rotation Bonus.

One objective of the contract is to improve Tier II scheduling to five (5) rotations out of twenty (20) for full-time staff members in a four (4) week period. If an individual is scheduled to work and actually works more than five (5) rotations per four (4) week period, the employee shall receive an additional \$8.00 for each shift over five (5).

14.10 Vacation Scheduling In Accordance With Article 13.3.

- a. One week...Two weekends:

Tier II employees who have requested their vacation time at least ten (10) weeks in advance will not be scheduled to work the Saturday or Sunday preceding their vacation.

- b. Two weeks...Middle weekend:

UConn Health shall grant to Tier II employees who have requested a two (2) week vacation (the first and last weekend of which would normally not be scheduled as work days) the middle weekend off as well. In order to be eligible for this schedule, the employee must request their vacation at least ten (10) weeks in advance.

A Tier II employee will be eligible for one of these vacation schedules ("a" or "b") once each contract year, or more often if staffing and scheduling needs permit.

14.11

Except with respect to Nurse Anesthetists or where otherwise agreed to by the parties, Tier II employees working a regular eight (8) hour shift shall be guaranteed sixteen (16) hours between regularly scheduled shifts.

14.12 Night Shift Bonus.

The following night shift bonus and options shall be available to all permanent night shift nurses, (including Poison Information Specialists), and permanent night shift Radiologic Technologists in the Department of Radiology, according to date of hire.

- a. Night Shift Bonus.** Permanent night shift Nurses and permanent night shift Radiologic Technologists in the Department of Radiology who were hired prior to July 1, 1995 shall be paid a \$3,200 bonus per year. This bonus shall be paid at the rate of \$800.00 for the completion of each three (3) months of night shift duty. Effective July 1, 2002, permanent night shift Nurses and permanent night shift Radiologic Technologists in the Department of Radiology who were hired on or after July 1, 1995 shall be paid a \$1,600 bonus per year. This bonus shall be paid at the rate of \$400.00 for the completion of each three (3) months of night shift duty.

Permanent part-time employees' bonuses shall be prorated based on hours actually paid. Employees shall receive a pro-rated share of any complete portion of the three-month period after completing three (3) full months.

Basis for Night Bonus Payment

1. Time Intervals:

Each year a plan will be developed to organize the bonus payments for completion of night shift duty into quarters of the year. Some quarters will include seven pay periods; others will be six pay periods because there usually are 26 pay periods per year.

2. Part-time Permanent Night Staff:

Part-time staff bonus payments will be based on a prorated share of paid hours in the pay periods of the quarter converted to full-time equivalents. The following times are computed into paid hours in addition to worked hours: sick leave, vacation leave, holiday and compensatory time,

personal leave days and paid maternity leave. The following are not included in paid hours: unpaid leave, worker's compensation time (after seven days) and other than night shift work.

b. Night Shift Menu Options.

In addition to the night shift bonus the permanent night shift nurses are to choose one (1) of the following options:

1. A twenty percent (20%) shift differential;
2. For making a commitment to work the night shift for one (1) year, forty (40) additional vacation hours will be earned. Such hours are earned at the rate of 1.53 hours per pay period. Employees who choose this option shall earn the fifteen percent (15%) differential for working nights;
3. For making a commitment to work the night shift for six (6) months, UConn Health will reimburse an employee at the end of six (6) months for one hundred percent (100%) tuition at the University of Connecticut per credit rate to a maximum of nine (9) credits. This option is renewable for the second six (6) months for a maximum of eighteen (18) credits per year. Employees who choose this option shall earn only a fifteen percent (15%) shift differential for working nights.

Menu options of additional vacation days or tuition reimbursement chosen by part-time employees shall be prorated based on hours actually paid. This shift differential shall remain at fifteen percent (15%).

14.13 Shift Differentials.

Except as limited by Article 14.12 above the following shall apply:

For shifts that are eligible for shift differential as defined below, evening shift differential is paid from either 3 pm to 11:30 pm or 4 pm to 12 midnight, and night shift differential is paid from either 11 pm to 7:30 am or 12 midnight to 8 am (depending on the Department's hours).

- a. Tier II employees shall receive a fifteen percent (15%) shift differential when they work a shift in which the majority of hours falls between 3:00 p.m. and 11:30 p.m.

- b. Tier II employees who are NOT full-time permanent night shift nurses shall be paid twenty percent (20%) shift differential when they work a shift in which the majority of hours falls between 11:00 p.m. and 7:30 a.m.
- c. Tier II permanent full-time night nurses who elect options two or three of the Night Shift Menu (see Article 14.12) shall receive a fifteen (15%) differential when they work an evening or night shift.
- d. When computing overtime pay, weekend and shift differentials shall not be pyramided unless the individual is qualified for pyramiding under the Fair Labor Standards Act.
- e. Tier II nurses who work the twelve (12) hour day shift shall receive an evening shift differential beginning at 3:30 p.m. until the end of the shift.

Tier II nurses who work the twelve (12) hour evening/night shift shall receive the evening shift differential for the hours between 7:00 p.m. and 11:00 p.m., and shall receive the night shift differential for eight (8) hours between 11:00 p.m. and 7:30 a.m.

- f. The following shall be available to all laboratory medicine staff hired prior to July 1, 1995:
For Employees in Laboratory Medicine, in addition to any applicable weekend, night, or evening differentials, a premium of \$1.25 per hour shall be added to the evening shift rate and a premium of \$2.00 per hour shall be added to the night shift rate.
- g. Tier II employees shall be paid shift differential for all hours beyond the regular shift if an individual is required to work more than two (2) hours beyond the end of the regular shift. For example, an eligible day shift person scheduled to leave work at 3:30 p.m. who is required to work until 6:00 p.m. would receive two and one-half (2 1/2) hours of shift differential; an eligible day shift person scheduled to leave work at 3:30 p.m. who is required to work until 11:30 p.m. would receive shift differential for the entire eight (8) hour period.

14.14 Extra Shift Volunteers

The parties are committed to promoting a system of volunteers to assist in staffing. Staff who volunteer to work extra shifts shall be paid a premium of ten (\$10) additional dollars per hour worked above and beyond their regular compensation for that extra shift. It is the parties' intent that this extra shift volunteer incentive will result in voluntary and immediate filling of gaps in a posted schedule.

Each unit shall post an "Extra Help Report" of vacant shifts on the unit at the time the schedule is posted. For one week, unit employees may volunteer for extra time.

If more volunteers sign up than spaces available, seniority shall control on a rotating basis.

Extra Shifts may be posted in four (4) hour blocks.

Units may post for extra shift volunteers both when the final schedule is initially posted and after that posting. Extra shift volunteer slots added after the schedule is posted would be the result of a new gap in the posted schedule; the Urgent Shift Availability (USA) program is used for absences or increases in patient census or acuity. For example, if after the schedule is posted, a staff member resigns or unexpectedly begins a long medical leave, the resulting gaps can be posted as extra shifts.

Those extra shifts that occur after the schedule is posted should be posted according to the timeline in this Article, to the extent possible. If, however, there is not enough time for the one week unit posting, the new extra shift volunteer slots will be posted on the unit on a first come, first serve basis. All of the other provisions of Article 14.14 remain in effect for these postings.

At the end of the one week posting period, any vacant shifts remaining shall be sent to the staffing office. For the next two weeks, any qualified staff member from any unit may sign up to work a vacant shift, indicating whether it is extra time (straight time) or overtime. Employees can only sign up for one shift per 24 hour period. Management may select from among the employees that signed up for the shift to fill a vacant shift in any order, and the failure to be selected is not grievable or arbitrable.

At the close of the third week of posting (two weeks in the staffing office), the staffing office will notify the employee of the status of their request for volunteer shifts. Employees will be notified whether they were selected for a shift or not. If selected they will be notified of the date and time.

Shifts may be cancelled by UConn Health if they are not needed. If UConn Health cancels a shift with at least two (2) hours notice to the Volunteer, no payment is owed. If UConn Health cancels with less than two (2) hours notice, but before the start of the shift, the volunteer will be paid for four (4) hours of "cancellation pay" at the straight time base hourly rate. Such "cancellation pay" will be paid in the same pay period.

If UConn Health fails to call the volunteer and the volunteer shows up to work or if the volunteer is not used in the unit, the volunteer may choose to receive four hours of "cancellation pay" as described above and return home, or be assigned to another unit for at least four (4) hours.

Volunteers who cancel a volunteer shift three or more times in a calendar month shall be ineligible to sign up for volunteer shifts for the next three month period, and any volunteer shifts they have already been given will be cancelled.

If an employee has volunteered for another unit and is needed on their home unit, the administrative manager, the charge nurses of the respective areas, and the employee shall discuss the situation. If there is no agreement to the contrary, the employee shall stay on the unit they originally volunteered for, unless there is an emergency situation.

All employees shall be considered employees of their home unit for purposes of determining weekends, holidays, overtime, etc.

Any disputes over this section will be referred to the committee designated in Section 19.13.

14.15 SCHEDULING PRACTICES

Long Term Leave. When an incumbent is not available to work under this section, the order of filling the schedule (both prior to and subsequent to posting) shall be:

1. float pool staff
2. part-time bargaining unit staff (non-overtime hours)
3. travelers (if management wishes)
4. per diem staff and/or non-bargaining unit staff
5. staff volunteers (overtime hours)

Part-time staff may bump per diem staff (for example: Nurse Pros and commercial agency nurses) from the schedule if at least 72 hours notice of such desire is given, unless per diem staff has committed in writing to cover a specific portion of a specified employees leave of absence, e.g. every other Tuesday for the duration of the leave.

Short Term Leave/Unexpected Absences. When an incumbent is not available to work under this section, the order of filling the schedule (both prior to and subsequent to posting) shall be:

1. float pool staff
2. float staff from other units
3. staff volunteers (non overtime hours)

4. volunteer from the sign up list in 14.15 (ESV)
5. per diem staff and/or non-bargaining unit staff.

Part-time staff may bump per diem staff (for example: Nurse Pros and commercial agency nurses) from the schedule if at least 72 hours notice of such desire is given.

6. staff volunteers (overtime hours)
7. USA standby volunteer

The parties agree the above scheduling practices shall be followed except in the few circumstances when it is not feasible and/or practicable to do so.

NOTES:

1. Overtime in this section refers to hours paid at time and one-half.
2. It should be reinforced that in overtime situations full-time staff shall have first preference to volunteer.
3. The parties understand this section reflects scheduling practices and in no way diminishes the right to transfer employees as described elsewhere in the Contract.

14.16 Changes in Department Shift Hours.

The parties agree that prior to a department's changing its shift hours the employer shall notify and discuss the proposed changes with UHP at least six weeks prior to implementation. The parties agree to meet and discuss proposed changes in good faith.

It is agreed that this section is without prejudice to either parties' position regarding changes in shift hours in the event future discussion of proposed changes are not able to be resolved.

Departments where a proposed change in shift hours is contemplated will not notify employees of the change until the Union is notified.

14.17 Hourly Differentials.

The parties have agreed to utilize differentials that will apply to nurses in the following circumstances in John Dempsey Hospital:

Action Nurse:

1. Positions designated and filled as an Action Nurse shall receive an hourly differential of \$5.00 per hour. This differential shall not be increased by overtime rules.
2. Action Nurses are free to sign up for available overtime, ESV or USA shifts. However, if they are not acting in their capacity as an Action Nurse, they shall not receive the \$5.00 hourly differential.

Float Pool Nurse:

1. Positions designated and filled as Float Pool Nurses shall receive an hourly differential of \$3.00 per hour. This differential shall not be increased by overtime rules.
2. Float pool Nurses are free to sign up for available overtime, ESV, or USA shifts in addition to their float assignments. However, if they are not working as part of the float pool on that shift, they shall not receive the \$3.00 hourly differential.

Float Differential:

1. Nurses shall be paid a differential of \$1.00 per hour when they are required to float to another unit for one hour or more.

Duration: The above differentials will be reviewed by the parties periodically at the Staffing Committee meetings. If at some future point UConn Health decides to discontinue the differentials, 30 days notice will be given of the change.

14.18 Precepting.

- a. Precepting for nurses at the CN2, CN3 and CN4 level who complete the preceptor training course will receive \$1.00 an hour for all hours spent precepting, which excludes general orientation and training of new employees. Precepting is an assignment and is defined in subsection (b) of this section. There shall be no pyramiding of preceptor pay. The hourly precepting rate applies regardless of the number of preceptees.
- b. Precepting may be performed by a nurse at the CN2 level or higher clinical ladder level after successfully completing preceptor training, agreeing to and being appointed to be specifically responsible for planning, organizing, and evaluating the skill development of one or more RNs enrolled in a defined precepting/training program. The program parameters are set forth in writing by UConn Health and includes teaching, clinical supervision, role

modeling, feedback, evaluation (verbal and written) and follow up of the new or transferring employee.

Article 15 OVERTIME

15.1

Tier II employees in the bargaining unit shall receive time and one-half for all time in excess of forty (40) hours per week or eight (8) hours in any scheduled work day unless a regular work schedule of more than eight (8) hours per day is in effect. Tier II employees assigned a work schedule with shifts of more than eight (8) hours per day shall be paid overtime for all time worked in excess of their scheduled shift.

15.2

No Tier II employee shall work more than 16 hours in a 24 hour period, except in a code yellow level emergency.

15.3

- a. Staffing Program.** The parties agree that the following provisions will apply to all hourly John Dempsey Hospital employees, including clinical support Departments (e.g.: Laboratory Medicine, Radiology, Pharmacy). The clinical support Departments are free to utilize these provisions in accordance with the procedures herein, and also to utilize the current procedures for “on call” listed in Article 15.4.

The volunteer staffing program described below is a program created and implemented by a partnership between UConn Health and UHP. Any issues arising under this Section will be referred to the monthly staffing committee established in Section 19.13 for discussion and resolution.

- b. Patient Care Emergencies:** The parties agree that emergencies arise that may affect staffing and patient care. These emergencies fall into two categories:
 - 1. Emergency Coverage:** Staff members who must remain on duty when non-essential staff are dismissed from duty or are sent home (during an emergency, disaster or weather event), or in an event that threatens the public health of the community, (such as a transportation disaster or an epidemic) shall receive double time if they are hourly. This Section shall not be pyramided with Section 19.11.
 - 2. Acuity:** Staff necessary to address acute patient care needs will be compensated at the rate of double time if hourly.

Examples of acute patient needs include:

- a. Completion of neonatal transport or interventional procedures, such as surgical, cath lab, GI, and radiology special procedures currently underway if no one is available to replace the employee at the procedure or it is not in the patient's best interest to change staff assisting with the procedure.
 - b. During a Code Blue or Code Yellow
 - c. Any incident not covered above that management considers an emergency, in which case the Director of Nursing or designee and the Union President or designee will be notified by fax of the emergency situation. Each emergency situation will be evaluated by the Director of Nursing or designee on the next business day and discussed with the Union President.
3. Emergency situations will be reviewed at the monthly staffing committee meeting.
- c. **Low Census:** UConn Health will have the prerogative to immediately adjust staffing if the census cannot support the current staffing level. Such adjustment of staffing will take place in the following order as listed below:
1. Staff may be floated out to other areas in accordance with the float system in Article 14.3;
 2. If floating does not provide the necessary staffing adjustment to reflect the census, staff may be released from their assignments in accordance with the following procedure and order:
 - a. Volunteers first, according to seniority, by rotation. Employees may use vacation, compensatory time, personal leave or unpaid leave. If unpaid leave is taken it will not affect the employee's accruals.
 - b. If volunteers do not provide the necessary staffing adjustment, then employees will be released in reverse order of seniority, by rotation, using accrued vacation, compensatory, personal leave, or unpaid leave time if they so choose. Staff may be involuntarily released from duty under this provision two times a calendar year to a maximum of sixteen

(16) hours per year. If an employee has no compensatory, vacation or personal leave time, their name shall be skipped unless they wish to take unpaid leave. Once they have accrued compensatory, vacation or personal leave time, they may be released. If unpaid leave is taken, it will not affect the employee's accruals.

d. Urgent Shift Availability (USA): It is the parties' intention that the USA provision will create a supplemental "USA Standby" system for employees to volunteer. This supplemental "USA Standby" system will not supercede or replace the existing on call provisions addressed in the contract or the practices currently in place.

1. Once the schedule has been posted in accordance with 14.8b, management will identify those shift(s) for which it seeks volunteers to be available to cover absences or increases in patient acuity or census. Management may post available times in blocks, as follows:

- 2, 4, 6, and 8 hour blocks for 8 hour shifts
- 2, 4, 5, 6, 8, and 10 hour blocks for 10 hour shifts
- 2, 4, 6, 8, 10, and 12 hour blocks for 12 hour shifts

Twelve (12)-hour shift employees, who are emergently staffed, shall be given no less than eight (8) continuous hours off before commencing their next regularly scheduled shift. The employee may choose one of the following: use of vacation, compensatory or personal time; to work the shift as scheduled; or to take the shift off without pay.

Management will also identify the number of individuals it seeks to cover each identified shift. If more volunteers sign up than spaces available, seniority shall control on a rotating basis. Staff will normally have until the 24 hours prior to the beginning of a shift to sign up for the USA. Staff may not remove their names prior to the time of the USA unless they find a replacement name.

In the event that management determines the need for emergency staffing coverage, (i.e., as outlined in Article 15.3.b), on a particular unit with less than 24 hours notice, a USA block of time may be immediately offered and staff will be allowed to volunteer to pick up this block of time at the last minute, *provided that a USA slot was already posted and no one had signed up, or more USA's are needed than*

was originally anticipated. (If no USA slot was originally posted, this cannot be done). This will be done on a **rotational basis** (i.e., based on the emergency staffing list on each unit, not on the seniority list). Staff who volunteer to cover a last minute block of USA time have two options related to compensation as follows:

- They will receive double time compensation plus applicable differentials if she/he is an hourly employee and their name **will not go** to the bottom of the Emergency Staffing list.
- They will receive time and one-half compensation plus applicable differentials if she/he is an hourly employee and their name **will go** to the bottom of the Emergency Staffing list.

Staff who volunteer to cover a last minute block of USA time will not be eligible to receive the \$1.00 per hour standby stipend.

2. Staff members who sign on as available for the identified USA shall be considered on standby and shall receive a volunteer stipend of \$1.00 per hour for each hour of the shift they have volunteered to cover. The \$1.00 per hour compensation for the USA standby coverage is payment for signing up and being available for such coverage.
3. If one of the volunteers is called and works, the volunteer shall receive double time compensation plus applicable differentials if she/he is an hourly employee.
4. The combination of regularly scheduled hours, regular on call hours and USA available hours shall not normally exceed 12 hours out of 24 hours per day, nor 60 hours out of 168 per week, unless the staff member volunteers to work the additional hours. (For example, an 8 hour employee volunteers for an additional 8 hour shift, or a 12 hour employee volunteers for an additional 4 hour shift.) In no event shall the time committed for exceed 16 hours in a 24 hour period, unless there is another Agreement in effect. Notwithstanding the provisions of Section (1) above, if more than one employee signs up for USA standby per slot, management may choose that employee who is not scheduled to work the next shift, or who would not be

working 16 hours, regardless of seniority. An employee who is required to work USA standby shall not receive sick time for the next regularly scheduled shift except for bona fide personal illness which is verified, where required, by a medical certificate. However, an 8 hour employee who works 16 hours in a day and is scheduled to work the next day (within 15 hours) may choose one of the following: use of vacation, compensatory or personal time; to work the shift as scheduled; or to take the shift off without pay. This provision is not applicable to 12 hour employees who work 16 hours.

5. Management, including Administrative Managers and/or Department Managers must be involved in the decision to call in those available for USAs. Management must seek volunteers and exhaust all other negotiated means (e.g. 14.16b) of staffing prior to calling available staff.
6. Management or their designees will contact eligible employees as soon as they recognize the need to assign USAs and will make every effort to give as much notice as possible to the employee being contacted. Notice may occur up to the beginning of the shift at which time the volunteer's availability to work expires.
7. In cases where there is a potential, but not immediate need for the available volunteer, a unit has the option of asking the available volunteer to be placed on call for the period of time (4, 8, or 12 hours) for which they signed up. The available volunteer may refuse to be placed on call. If they accept the on call assignment they shall receive on call pay, as per Article 15.4d1. Other provisions of Article 15.4 shall apply, except that if the available volunteer is called into work, they shall receive pay at the rate of the employee's base times two, plus any applicable shift or weekend differentials.
8. Available USA's may only be called to work in their own units. Staff, however, may voluntarily indicate availability for other units, and would only be called if no one from that unit was available.
9. Management may also seek volunteers for shifts that have been identified as USAs if no one has volunteered, or if a volunteer has called in sick. Volunteers who work the

assignment shall receive payment for hours worked at time and one half.

- 10.** Staff who sign up for 312 USA hours in a six month period will receive a bonus of 4 hours of vacation time in addition to their regular accruals. The six month period will be set based upon the payroll calendar year and fiscal year dates. USA balances will be zeroed out at the end of each six month period.
- 11.** Staff who volunteer under this provision may refuse an assignment once per six month period due to illness or sick family and will not be paid the USA signup stipend for that assignment period or receive any compensation for that shift. The second refusal in any six month time period will result in forfeiture of the incentive compensation for that six month period.
- 12.** Staff who are working a USA will not be floated out of the unit, and will not be activated in order to float another staff member out of the same unit. Staff may indicate their availability to be reassigned for other units on the USA sign up sheet. If a staff member is activated to work on another unit, their name does not go to the bottom of the float list.
- 13.** Employees who do not sign up for USAs will not be penalized in any way.
- 14.** Any USA worked on a holiday will be compensated at the rate of the employee's base times two, plus any applicable shift or weekend differential, plus compensatory time for each hour worked.
- 15.** Reassignment: If several people sign up and are willing to be reassigned on other units, the preference is as follows:
 - Home Unit: 1st preference: staff on their own unit.
 - Reassignment to another unit: Float Pool Nurse; if no Float Pool Nurse is available, then it should be based on competency; if competency is equal, then go by the dates of activated USA's.

15.4

- a. **Call-back.** Any Tier II employee called back to work on an emergency basis shall be paid a minimum of four (4) hours. An employee called in up to two (2) hours early shall be paid a minimum of two (2) hours from the time of arrival. If an employee is called in to work more than two (2) hours early, the minimum pay shall be four (4) hours from the time of arrival.
- b. **On-Call.** Employees whose on-call status is cancelled less than eight (8) hours prior to the beginning of the on-call period shall be paid for four (4) hours of on-call time. This provision does not apply to those employees who request to be released from on-call status, nor to units on 12 hour agreements who have chosen the on-call option.
- c. Employees shall only be required to be on-call for their assigned unit. If changes occur which may require additional on-call assignments, the parties agree to meet and discuss such changes.
- d. **On-Call/Call-back Procedures.**
 - 1. Employees currently receiving pay for being on call are paid \$4.00 per hour.
 - 2. On-call pay stops when the employee arrives at UConn Health, and resumes when employee leaves, or when four-hour call-back period ends.
 - 3. Call-back starts when the employee arrives at UConn Health and stops when the employee leaves after completing the assignment or when the four-hour guarantee ends.
 - 4. A *call-back period* will be defined as the *shift of coverage* or 24 hours, whichever is less.
 - 5. During a call-back period as defined in number four above, for the first and second call-back assignment, four hours will be paid or the actual time to complete the assignment, whichever is greater. The second “four hour guarantee” will apply only if at least four hours have lapsed from start of the first assignment. Subsequent call-back assignments within the callback period will be paid the appropriate rate related to the actual time involved in completing the assignment.
 - 6. Only after the call-back assignment of four hours or the actual time to complete the assignment, whichever is greater, will on-

call pay resume (i.e. on-call pay cannot be piggybacked on top of call-back pay).

7. Appropriate evening, night, and/or weekend differentials are paid for call-back only for hours actually worked.

15.5

- a. The Union recognizes that the work of a Tier I professional employee involves the exercise of discretion and judgment which cannot always be standardized relative to a given time period. It also recognizes that professional staff workloads and schedules may vary from time to time and from department to department to meet seasonal changes or unusual demands and/or circumstances. However, whenever an individual is consistently requested by a supervisor to work over the normal week, compensatory time shall be made available. Such compensatory time shall be arranged at a mutually agreeable time, using the same guidelines prescribed in 8.5a and 8.5b.
- b. The above paragraph (15.5a) does not apply to self-scheduled, salaried employees earning Group 10, Step 3 salaries in the UHP 40 Hr/Week Payplan or more effective each year of this contract, and who are thus not eligible for any compensatory time. However, individuals whose salaries are above the index and who are assigned special projects may earn compensatory time. The denial of compensatory time is not grievable or arbitrable. The assignment to a special project for which compensatory time will be granted must be authorized in writing.

15.6

All employees in 24 hour operations must inform their Department, using appropriate call in procedure, as soon as they know but no later than 3 hours prior to the start of the shift that they will be using a sick day.

All employees in 24 hour operations must contact their Department, according to department policy, at least one (1) hour prior to the start of the shift if they are unable to report to work for reasons other than sick time.

All employees who are not in 24 hour operations must inform their Department, using the appropriate call in procedure, as soon as they know but no later than one (1) hour prior to the start of the shift if they will be absent for any reason.

Staff members who do not provide appropriate notice as defined in this section may be subject to progressive discipline. Exceptions to the notice requirement may be approved by the manager for unforeseeable events, i.e. car accident en route or

emergencies. In those cases where the supervisor has had such notice (and except for a bona fide emergency), the supervisor shall assign overtime work at least one-half hour before the end of the regularly scheduled shift.

15.7

Tier II employees who have been assigned by their supervisors to work and are unable to take an unpaid meal break shall receive overtime at a rate of time and one-half for that time.

15.8 UMG Low Acuity Provision:

UConn Health will have the prerogative to immediately adjust staffing if physician/clinic schedules cannot support the current staffing level. Such adjustment of staffing will take place in the following order:

- a. Staff may be floated out to other areas in accordance with Section 14.3.
- b. If floating does not provide the necessary staffing adjustment, staff may be released from their assignments in accordance with the following procedure and order by particular clinic module:
 1. Volunteers first, according to seniority, by rotation. Employees may use vacation, compensatory time, personal leave or unpaid leave. If unpaid leave is taken, it will not affect the employee's accruals.
 2. If volunteers do not provide the necessary staffing adjustment, then employees will be released in reverse order of seniority, by rotation, using accrued vacation, compensatory, personal leave or unpaid leave time if they so choose.

Staff may be involuntarily released from duty under this provision two times a calendar year to a maximum of sixteen (16) hours per year. If an employee has no compensatory, vacation or personal leave time, their name shall be skipped unless they wish to take unpaid leave. Once they have accrued compensatory, vacation or personal leave time, they may be released. If unpaid leave is taken, it will not affect the employee's accruals.

Article 16 EVALUATION

This article does not apply to probationary employees.

16.1

For the purpose of evaluating an employee, personnel files may be maintained at all administrative levels containing notes, records and other documentation of

employee performance; however, at least one (1) complete file shall be available in the employee's department.

16.2

No adverse material which has not been discussed with the employee or which is not contained in the complete file may be used in any promotion or disciplinary action.

16.3

- a. Evaluations shall be conducted at least once a year and may be conducted at any time deemed appropriate by the supervisor.
- b. All formal evaluations of the performance of an employee will be conducted with the full knowledge of the employee. Employees will be given a copy of any evaluation report prepared by their supervisors and will have the right to discuss such report with their supervisor.
- c. The evaluation shall contain a space for the employee's signature and two (2) boxes, one (1) indicating agreement and the other disagreement with the evaluation. The employee shall check one (1).
- d. An employee will be evaluated by a supervisor familiar with the employee's performance. The evaluation will be signed by at least one (1) person outside the bargaining unit.

16.4

At a mutually agreeable time, employees will have the right, upon request, to review and obtain a copy (at cost) of any and all materials in their files. An employee will be entitled to have a representative of the Union accompany the employee during such review of the employee's files. Any adverse written material placed in an employee's file shall be called to the attention of the employee. The employee will acknowledge that the employee has had the opportunity to review such material by affixing the employee's signature and date to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The employee will also have the right to submit a written answer to such material and the employee's answer shall be reviewed by the appropriate supervisor and attached to the file copy. Any such answer shall be filed by the employee within thirty (30) calendar days of the date the material is placed in the file.

16.5 Persons Who Shall Have Access To the Employee's Files Are:

- a. Individuals within the employee's department with stated job responsibilities relating to the maintenance of personnel files (i.e., personnel officers, the dean, director, or department head, and confidential secretaries).
- b. Other administrative personnel with legitimate reasons may have access through the administrator responsible for the personnel file.
- c. An official representative of the Union, with the written authorization from the employee, may review specific material contained in the file.

16.6

In the event that the employee refuses to sign the material the Union will be notified, the material will be so noted and inserted in the employee's file.

Article 17

DISMISSAL OR OTHER DISCIPLINARY ACTION

The provisions of this article apply to all members of the bargaining unit except probationary employees.

The parties are in agreement that, except in cases of serious misconduct, the dismissal of any employee may occur as the final step in a progressive disciplinary system, only after the rights of the employee to a fair hearing are provided. Cases of serious misconduct may be dealt with through an immediate suspension.

17.1

No employee will be disciplined or dismissed without just cause.

17.2

Grounds for dismissal or other disciplinary action:

- a. Documented incompetence or failure to meet satisfactory standards of job performance based on evaluation of the employee's performance as defined by the supervisor.
- b. Failure to meet educational requirements or to fulfill professional commitments, including certification and licensing, made at the time of employment or called for in a subsequent written evaluation.
- c. Misconduct or insubordination to reasonable directives to the employee, given as direct orders which are not illegal, or clearly dangerous, by the

employee's supervisor, dean, director or department head. If the employee feels that an order is not part of the employee's responsibilities, the employee may request and may receive a written copy of the order. The employee should carry out the order and grieve through the grievance procedure.

17.3

Disciplinary actions may include (a) a verbal warning, (b) a written reprimand, (c) an unsatisfactory evaluation which results in the loss of a pay increase, (d) suspension without pay, (e) discharge. Discipline at or below the level of a written reprimand cannot be grieved to arbitration.

17.4

In cases where the employee claims that their procedural rights under the terms of this article have been violated, the final decision may be appealed to arbitration on procedural grounds only.

17.5

A hiring department may, at its option, pass over an employee for transfer or promotion if that employee has received an unsatisfactory service rating within the past year. For the purposes of calculating the year, the date shall be measured from the date the service rating is considered final (i.e. at the end of any grievance proceedings).

Article 18 PROBATIONARY EMPLOYEES

18.1

A probationary employee is a new bargaining unit employee who has not yet completed at least a six (6) month working test or trial period. The initial probationary period may be extended by the employer, but in no case shall exceed a total of one (1) year. The affected employee and the Union shall be notified in writing of such extension within two weeks of such continuation. The following shall be excluded from the calculation of the probationary period: all leaves of absence without pay; all periods of workers' compensation or sick leave in excess of five (5) working days.

Employees who have previously completed at least a six (6) month working test or trial period who have separated from employment with UConn Health for other than lay off or non-renewal and return to UConn Health within six (6) months, shall not be required to serve an additional probationary period unless the separation was involuntary or the result of a negotiated settlement.

For employees hired on or after November 9, 1992, whose assignment authorizations are less than fifty (50) percent, the working test or trial period shall

be nine months. If an employee's assignment authorization in the same position increases to fifty (50) percent or more after hiring, time spent in the nine-month working test or trial period shall count toward the six-month working test or trial period on a prorated basis.

18.2

Each new employee shall attend a new employee orientation session offered by the Department of Human Resources. UConn Health will provide new employees with published information about retirement plan options. UConn Health may not steer employees towards any particular retirement plan. Rehires and employees who transfer into the bargaining unit shall, subject to the operating needs of their Department, attend the portion of the new employee orientation session conducted by a Union representative to discuss Union matters within a reasonable period of time.

18.3

Probationary employees shall have the right to review all materials placed in their personnel file.

18.4

Where written evaluations of probationary employees are performed, such evaluations shall be reviewed with the employee prior to being placed in the personnel folder.

18.5

In the event that a probationary employee is dismissed before the end of the employee's probationary period or is not continued after the final day of the probationary period, the employee shall receive a one (1) week notice or pay in lieu thereof. The one (1) week notice shall not qualify an individual for completion of the working test period. The notification shall not exceed one (1) week beyond the end of the agreed to working test period.

18.6

In no case shall the discipline or dismissal of an employee during the employee's probationary period or the noncontinuation of an employee after the final day of the employee's probationary period be grievable or arbitrable under this Agreement.

18.7

Employees who bump or return to work from the recall list shall complete a six-month additional probationary period. During such probationary period, the Employer maintains the prerogative to transfer or dismiss said employee for unsatisfactory performance as long as the employee has been provided advance written notice and an opportunity to improve, and such action and decision shall be grievable under the agreement. Employees who are bumped or return to work from recall and are subsequently dismissed under this agreement shall be placed on the recall list for at least an additional six months.

18.8

An employee who transfers during a working test period shall automatically have their working test period begin again as provided in Article 18.1.

Article 19 HEALTH AND SAFETY

19.1

Within available resources, the Employer shall make a reasonable effort to provide security as appropriate and a non-injurious working environment at UConn Health.

19.2

UConn Health shall abide by the regulations of the Nuclear Regulatory Commission regarding the training of employees who are required to handle radioactive materials.

19.3

Employees who work:

- a. where radioactive materials are used or stored and/or
- b. where hazardous chemicals are used or stored and/or
- c. where biohazards may exist

Shall be given instructions appropriate to their responsibilities regarding such materials, as determined by the immediate supervisor under policies established by UConn Health. Such policies and practices shall be consistent with those of federal, state, or local regulatory agencies.

19.4

UConn Health and the Union shall jointly issue a flyer cautioning employees about potential hazards. Costs for printing shall be shared equally by the parties.

19.5

Upon the written request of the Union and in accordance with Freedom of Information guidelines, UConn Health shall provide the Union with any industrial hygiene tests, material safety data sheets, safety reports, ventilation and noise control engineering studies or safety related engineering studies prepared by it or on its behalf relating to UConn Health.

19.6

UConn Health and the Union shall establish a joint Job Health and Safety Education Committee. The Committee shall be comprised of four (4) representatives designated by the Union and four (4) representatives designated by UConn Health.

The Committee shall do a needs assessment including needs for scheduling of training sessions. The Committee shall meet monthly to review and recommend safety and health measures and/or to propose educational programs. Committee recommendations shall be made by a majority vote of the entire Committee. Recommendations shall be forwarded to the appropriate Executive Council member. The Committee shall be entitled to a written response to its recommendations no later than forty-five (45) days.

19.7

Upon the written request of the President of the Union UConn Health shall provide the Union with lists of hazardous substances regulated by OSHA.

19.8

UConn Health employees shall be permitted to attend safety courses given at UCONN Health, for which release time shall be granted.

19.9

UConn Health and the Union shall establish an Employee Assistance Committee comprised of two (2) representatives for the Union and two (2) representatives for UConn Health. The purpose of the Committee shall be to recommend improvements in the "EAP" program.

19.10

UConn Health shall make available information on safe and appropriate working/laboratory practices such that any individuals working in areas involving chemical or biohazards may be properly informed.

19.11 Facility Closing.

Facility closings ordered or authorized in accordance with Policy No. 2001-02 due to severe weather or other emergency will not result in the loss of pay for any employee. Those employees required to work shall receive compensatory time for such work.

19.12

In the event UConn Health institutes any mandatory drug, alcohol, or AIDS screening for all employees, the administration shall notify the Union beforehand and negotiate any impact on wages, hours and conditions of employment.

19.13 Staffing Issues Committee.

The Union and UConn Health shall establish (3) joint Staffing Issues Committees, addressing hospital nursing, ancillary services and UMG/Ambulatory clinical services. The parties may establish other Staffing Issues Committees by joint agreement of the parties. Each party shall appoint up to four (4) members to a committee. Each committee shall meet monthly, unless otherwise agreed by the members of such committee. Each committee shall review staffing issues, scheduling, complaints and data, and make recommendations to resolve staffing

matters brought before the committee. At each meeting, a report on the status of pending recommendations and any committee recommendations implemented shall be provided.

19.14 Ergonomics.

UConn Health will continue its practice of evaluating ergonomic hazards and recommending interventions. Every six (6) months, management will provide the Union with documentation of all completed ergonomic evaluations, identifying the specific department, the job title, the date of the evaluation and indicating whether the recommended interventions have been implemented. Such documentation will also provide reasons why recommendations (if any) were not followed. Application of this provision will be in accordance with state and federal law. Personally identifiable information will not be provided unless permitted by law.

Article 20 LAYOFFS

20.1

This Article does not refer to probationary employees.

Non-renewals or failure to be reappointed after an end-date shall be considered a layoff under this Article, but shall not cause a prior notice to be sent to the Union as required for other layoffs. Notice of layoff due to a non-renewal shall be in accordance with section 20.10. Employees in Research job titles shall be considered grouped under their principal investigator, unless the grant or contract is a program project or UConn Health grant, in which case the employee shall be grouped under the subproject director for consideration of lay off including nonrenewals, seniority and bumping under Section 20.5.

At least ten (10) days prior to the decision by UConn Health administration to reduce staff through layoffs, the Associate Vice President for Human Resources or designee will meet with the President of the Union or designee to discuss the anticipated layoffs.

At this meeting, bumping options and/or known vacancy options for each person laid off will be discussed.

Once notified, all employees impacted by layoff or nonrenewal will be scheduled to meet with a Human Resources designee to discuss their rights under this Article. A union representative may be present at this meeting.

20.2

In all cases requiring the termination of professional staff, primary consideration shall be given to UConn Health's responsibility to offer an appropriate range of services and to carry out its mission.

20.3

In all cases it is understood that layoffs shall be compatible with UConn Health's affirmative action policies and take into consideration the qualifications of the employees and the needs of the program or grant.

Layoff Selection

20.4 When layoff becomes necessary, UConn Health will identify the specific position[s] to be eliminated in a Department. Layoffs shall be done in this manner within two separate categories of employees: those whose assignment authorizations are fifty (50) percent or more and those whose assignment authorizations are less than fifty (50) percent.

20.5 Bumping.

If the person occupying a position identified for layoff is a permanent employee, they may elect to exercise bumping rights, if available. For purposes of bumping, full time and part time employees working at least fifty percent (50%) shall be considered within the same category, and part time employees working less than fifty percent (50%) in a separate category. To exercise bumping rights, the employee must assume the work schedule and hours of the person to be bumped.

If the employee targeted for layoff is not the least senior employee in that job title in that Department, they may bump the least senior employee in the same job title in the same Department, provided they meet all special requirements for the position as stated in the current internal department job description.

If the employee targeted for layoff is the least senior employee in the job title in that Department, if they are the sole employee in that job title in that Department, or if they are a bumpee, they may bump the least senior employee in any lower level of their job series in the same Department provided they have more seniority than the bumpee and meet all special requirements for the position as stated in the current internal department job description.

If an employee is prevented from bumping because they do not meet the special requirements for a position, and there are other employees in the job title or series in the Department less senior than the employee, the employee may bump the next least senior employee if they meet all special requirements for that position as stated in the internal department job description.

When all Department options have been exhausted, the employee identified for layoff may bump the least senior employee in the job title or, if none, in any lower level of their job series within the same Division if they have more seniority than the bumpee and meet all special requirements for that position as stated in the current internal department job description.

Bumping option(s) will be given to the employee within seven calendar days of the written notification of position elimination provided to that employee. An employee who has a bump available must provide written notice of whether they elect to exercise those rights within seven calendar days of notice of their bumping option(s). The election shall be binding on the employee and failure to elect shall constitute a waiver of bumping rights. A permanent employee who is bumped shall have the same rights as an employee who is laid off, except that a bumpee shall receive as much notice as possible, but not less than two (2) weeks. However, a bumpee shall not be terminated during the notice period the initial targeted employee received.

20.6 Bumping Procedure.

Once the bumping options have been given to the noticed employee, the options shall be set, as long as there are no discrepancies in either employee's seniority date. However, if a permanent employee has no bumping options at time of notice and does have an option at time of layoff, they shall be given the bumping option.

If during the notice period a least senior employee is identified, the bumped employee, if permanent, will have bumping rights to the least senior employee's job.

Union/Management will try to resolve all issues before presenting options to laid off employees. All laid off employees and non-renewed employees will have an opportunity to meet with Human Resources in accordance with this Article.

When non-research titles are non-renewed, UHP shall be given the 10 day notice of layoff as referenced above.

Human Resources will send a memorandum to UHP if there are no bumping options for each Research title non-renewal.

All known vacancy options will be presented to the laid-off employee during the notice period, unless they have already accepted another vacancy in their same salary grade.

An employee who bumps into a lower job title shall be paid at the step in the new salary grade which is closest to but not more than her/his salary in the eliminated position.

20.7 Recall.

For a period of 1 year an employee who has been laid off shall be entitled to be recalled into any vacancy in the job title which the employee held prior to layoff or any vacancy for which the employee meets the minimum qualifications including any special qualifications listed on the job posting. Employees shall be removed from the recall list if they reject three job offers from UConn Health.

If UConn Health ends external recruitment efforts with no outside applicants for a position meeting the special qualifications listed on the posting and therefore is unable to hire a fully qualified candidate, employees on the recall list who meet the minimum qualifications as listed on the job description shall be offered the position, provided no additional training would be required by the recalled employee as compared to an external applicant.

The provisions of Article 10 shall not apply if there is an employee on the recall list who meets the minimum qualifications for a position, as well as any special qualifications listed on the posting, who has not refused the position.

An employee who bumps down to avoid layoff or is forced to change the employee's percent employment to avoid layoff shall be considered on the recall list for all positions within the employee's original job title.

Employees who meet the minimum qualifications and any special qualifications listed on the posting for a position shall be selected from the recall list based upon seniority.

20.8

Any employee so recalled shall have five (5) business days in which to accept such an offer. Notice of recall shall be sent to the laid off employee, certified mail, to the last known address or e-mailed with return receipt if such e-mail address is known.

20.9

If an employee is laid off and recalled to the same job title, their salary shall be the same as if they weren't laid off.

If an employee is laid off and recalled to the same salary grade, their salary shall be the same as if they were not laid off.

For all other recalls, the employee shall be placed on the step closest to without being more than the salary they had at time of layoff.

20.10

Members of the bargaining unit whose assignment authorizations are at least fifty (50) percent shall be entitled to written notice of layoff according to the following schedule:

- After six (6) months....two (2) weeks
- After one (1) year....six (6) weeks
- After five (5) years....twelve (12) weeks
- After ten (10) years....sixteen (16) weeks

In the event of elimination of a part-time position with an assignment authorization of less than fifty (50) percent, an employee who has been employed by UConn Health for at least one (1) year, in a bargaining unit position, shall receive at least four (4) weeks notice of termination.

For employees in non-clinical positions, in lieu of the notice period provided above or some portion thereof, UConn Health and the employee may agree to a lump sum payment or salary continuation equal to 50% of the salary that the employee would have earned, provided that the Employer shall notify the Union during the ten-day pre-notice period in 20.2 of its intention to make this offer. The offer shall be included in the written notice in 20.11 and the employee shall have an opportunity to consult with the Union before making a decision.

20.11

In addition to notice of layoff as outlined above, Research Assistants and Associates whose assignment authorizations are at least fifty (50) percent shall be entitled to notice of non-renewal according to the schedule* in 20.10.

*This schedule shall not apply if the term of appointment is shorter than the notification period.

A Research Assistant or Associate whose assignment authorization is less than fifty (50) percent, and who has been employed by UConn Health for at least one (1) year in a bargaining unit position, shall receive at least four weeks notice of termination in the event of non-renewal of appointment.

20.12

For the purpose of determining seniority, service shall be calculated in accordance with Article 27.

20.13

Dismissal for cause is not subject to the above schedule.

Article 21 BENEFITS

21.1 Retirement.

- a. All benefits currently in effect shall remain in effect until or unless superseded.
- b. Employees in the bargaining unit whose assignment authorizations are at least fifty (50) percent and who are in Alternative Retirement Plan shall

receive disability insurance coverage under the same disability policy as is provided to UConn Health faculty.

The long term disability insurance plan in effect on July 1, 2022 will continue for current employees whose assignment authorizations are at least fifty (50%) percent with less than 10 years of service in SERS plans. Employees, including current employees, with greater than 10 years of service in a SERS plan will no longer have LTD coverage. Employees hired after the effective date of this Agreement (new employees) and enrolled in a SERS plan will be provided LTD coverage for ten years from the date of hire.

21.2 Medical and Other Benefits.

- a. All medical insurance, longevity as modified by the OJE agreement and tuition waiver benefits currently in force at the time of this Agreement shall remain in force, except as follows:

Tuition Waiver: An employee whose assignment authorization is less than fifty (50) percent shall not be entitled to tuition waiver benefits.

Medical Benefits: Any employee who is hired on or after March 1, 1996, with an assignment authorization of less than fifty percent (50%) shall not be eligible for employer paid medical benefits. Any employee who is hired on or after March 1, 1996, with an assignment authorization of fifty percent (50%) or more and whose employment authorization subsequently drops below fifty percent (50%) for such time set forth in Section 1.4 shall not be eligible for employer paid medical benefits while working at the reduced level.

Any employee who has been employed continuously (as defined in Article 27 regarding seniority accruals) on and prior to March 1, 1996 and who has been enrolled in the medical benefit plan on and prior to that date, shall continue to be eligible for employer paid medical benefits on the same basis as employees whose assignment authorization is fifty percent (50%) or greater. Any employee who has been employed continuously on and prior to March 1, 1996, and who has been enrolled in the medical benefit plan on and prior to that date shall continue to be entitled to employer paid medical benefits even if the employee's employment authorization drops below fifty percent (50%).

As used in this Agreement, "employer paid medical benefits" refers to the medical benefit plans available through, and the employer contribution rates specified in the agreement between the State and the coalition of State employee unions pursuant to Conn. Gen. Stat. Section 5-278(f). This Agreement is subject to any modification which may occur as the result of

negotiations over that agreement between the State and the coalition of State employee unions pursuant to Conn. Gen. Stat. Section 5-278 (f).

- b.** Employees in the bargaining unit whose assignment authorizations are at least fifty (50) percent and who are in TIAA/CREF shall receive disability insurance coverage under the same disability policy as is provided to UConn Health faculty.

Effective on or about January 1, 1991, the long-term disability insurance plan shall be extended to all other members of the bargaining unit whose assignment authorizations are at least fifty (50) percent, and referenced in Section 11.2c.

- c.** All employees may elect group life insurance, with payment by payroll deduction. Such coverage shall be approximately \$4,000 more than the employee's annual salary, as set forth in UConn Health's Employee Benefits handbook (revision of 12/88), with a maximum of \$38,000.

In addition to this life insurance coverage, optional group life insurance may be purchased by an employee. Coverage of up to an additional \$50,000, in increments of \$5,000, may be purchased. The actual cost of optional coverage shall be fully borne by the employee, and paid by payroll deduction in the amounts determined by UConn Health. Optional life insurance coverage shall not be included when calculating the amount of reduced life insurance coverage due upon retirement.

21.3 Travel

- a.** Within the funds appropriated, the Board of Trustees shall have full authority to allocate funds to travel and to authorize the expenditures of such funds for out-of-state travel under the authority of the President or their designee.
- b.** Mileage reimbursement shall correspond to the rate determined by the U.S. General Services Administration, said figure to be readjusted within thirty (30) days of readjustment by the U.S. General Services Administration.
- c.** Any employee who qualifies for a reimbursable meal shall be compensated at the faculty rates for breakfast, lunch and dinner. Taxes on meals shall be fully reimbursed. Gratuities shall be reimbursed to a maximum of fifteen percent (15%) of the allowable meal maximum.

21.4 Tuition Reimbursement.

- a.** Current tuition pool shall be increased by the agreed upon general wage increase for each year of the contract.

The parties shall establish a joint committee to review the rules and methods regarding the distribution of tuition reimbursement funds. This committee shall attempt to amend the current rules to ensure greater fairness of distribution.

- b. Tuition will be reimbursed at the rate of one hundred percent (100%) for courses taken at the University of Connecticut and for courses taken elsewhere seventy-five percent (75%) of the UConn rate or the rate at the school the employee attends, whichever is less.

All part-time employees shall be eligible for pro rata tuition reimbursement in accordance with the established rules and procedures for tuition reimbursement.

- c. For professionally related courses which a principal investigator or a supervisor outside the bargaining unit requires an employee to take, all tuition shall be reimbursed provided the employee successfully completed the course.
- d. Any grades not available in one (1) year may be submitted and paid for in the next year.
- e. An employee shall be eligible for up to \$450.00 per year to attend conferences and workshops.

An employee whose assignment authorization is less than fifty percent (50%) shall be eligible for a pro rata share of the \$450.00 per year maximum (i.e., not more than \$225.00 per year), but the minimum amount of reimbursement for any one conference or workshop shall be \$35.00.

21.5 Disability

If a Tier II staff member is injured by a patient the employee shall receive disability compensation benefits at the same level authorized for other state facilities in Section 5142(a) of the Connecticut General Statutes.

21.6

Members of the bargaining unit shall be eligible for pension benefits in accordance with the pension agreement negotiated by the State Employees Bargaining Agent Coalition (SEBAC).

21.7 Adoption Stipend.

An employee who submits adoption certification to Human Resources shall receive a stipend of \$1,000 per child. Spouses or domestic partners, both of whom are employed by UConn Health shall receive one stipend per child.

21.8

UConn Health will provide a scholarship of \$20 per week per child which shall be applied to child care at the Creative Child Care Center operated by UConn Health. Any significant change in this process shall be by mutual agreement between the Associate Vice President for Human Resources and the Union President.

21.9 Employee Tuition Waiver at the University of Connecticut.

The University shall provide a waiver of tuition and a partial waiver of credit fees equivalent to tuition for all undergraduate and graduate courses on a space available basis. The availability of space shall be determined on the first day of class for tuition based classes. For classes paid for on a credit fee basis, space availability shall be determined on the second day of classes. Intercession, summer school, and laboratory classes are specifically excluded. To qualify for a graduate student waiver the UHP member must either be a matriculated student or the class must be work related. There shall be no waiver for the General University Fee or any other fees except as noted above.

Article 22

PRINTING AGREEMENT

22.1

The Employer shall publish an electronic copy of the collective bargaining agreement. The Union and the Employer shall communicate its availability on-line through the Employer's routine employee announcement platforms. The Union and the Employer shall have printed at least three thousand (3,000) copies of this Agreement and the cost of such printing shall be shared equally by the Union and the Employer.

22.2

Each new employee shall be provided a link to the electronic copy of this Agreement with their new employee orientation materials.

Article 23

MISCELLANEOUS

23.1

Representatives of the Union and the Administration shall meet at least once a month to discuss matters of professional concern including contemplated layoffs, reduction in services, and/or matters relating to the implementation of this Agreement.

23.2

The Board of Trustees shall carry out the commitments contained herein and shall amend its regulations and take such other action as may be necessary in order to give full force and effect to the provisions of this Agreement.

23.3

Individual merit awards or the lack thereof are not grievable or arbitrable under 6.1a.

23.4

All prior Memoranda of Agreement not incorporated into this Agreement are null and void.

23.5

UConn Health Administration shall provide the Union with a list of merit awards.

23.6

All unit members shall, upon written request to UConn Health, be provided a copy of their job description.

23.7 Research Assistants and Associates

The parties agree that a letter describing conditions of appointment and funding will be given to new Research Assistants and Associates by the Principal Investigator. Copies of this signed letter will be provided to the Union.

23.8 Referral Bonus.

Management maintains the prerogative to determine the need for and implement referral bonuses as a means of accomplishing its recruiting objectives. Postings will indicate whether a referral bonus will apply to any particular position. If a bargaining unit member refers an individual to UConn Health and the individual is hired and completes his or her probationary period, the employee who made the referral will receive up to a \$2,000 lump sum bonus (not to become part of base). The bonus will be paid at the successful completion of the new employee's probationary period. UConn Health will notify the UHP President prior to such posting.

**Article 24
SAVINGS CLAUSE**

24.1

If any provision of this Agreement is, or shall be found to be contrary to law, such provision shall not be applicable except to the extent permitted by law. Any substitute action shall be subject to consultation and negotiation with the Union.

24.2

In the event that any provision of this contract is, or shall be found to be contrary to law, all other provisions of the Agreement shall continue in effect.

**Article 25
ZIPPER CLAUSE**

25.1

This Agreement constitutes the complete and entire agreement between the parties and concludes collective bargaining for its term.

25.2

The parties acknowledge that during the negotiations each had the unlimited right to make demands and proposals. Therefore, unless the parties mutually agree to reopen, both parties for the duration of this Agreement voluntarily and unqualifiedly waive the right to bargain collectively with respect to any subject not covered in this Agreement even though such subjects may not have been contemplated by the parties at the time they negotiated or signed this Agreement.

**Article 26
SALARY**

Employees on the regular payroll who are twenty percent (20%) or more shall receive a prorated share of salary for all hours worked in a pay period.

26.1

Effective and retroactive July 2, 2021, the salaries in effect on July 1, 2021, under each step and for each salary group shall be increased by two and one-half (2.5%). Any active employee in the bargaining unit on the date the general assembly ratifies this agreement shall receive a retroactive wage payment to the effective date thereof or to their initial employment date or bargaining unit entry date if such date was between July 2, 2021 and the date of approval of this agreement.

Effective and retroactive to January 14, 2022, each employee who has not received an unsatisfactory evaluation, who is not at the maximum salary for their assigned salary group, and who was hired on or before July 13, 2021, shall advance one step in their salary group.

Effective January 14, 2022, each employee who has not received an unsatisfactory evaluation, who is at the maximum salary for their assigned salary group, and who was hired on or before July 13, 2021, shall receive a \$1,200 one-time lump sum payment, not added to base salary.

26.2

As soon as practicable following general assembly approval of this agreement, all full time bargaining unit members on the payroll on March 31, 2022 shall receive a \$2,500 one-time lump sum payment, not added to base salary. All part-time bargaining unit members on the payroll on March 31, 2022 shall receive a pro-rata amount of the \$2,500 one-time lump sum payment, not added to base salary.

26.3

Effective July 14, 2022, all full-time bargaining unit members shall receive a \$1,000 one-time lump sum payment, not added to base salary. All part-time bargaining unit members shall receive a pro-rata amount of the \$1,000 one-time lump sum payment, not added to base salary.

26.4

The total one-time payment, pursuant to Article 26.2 or 26.3 received by a bargaining unit member from all UConn Health and/or State of Connecticut employment in a fiscal year may not exceed the amount of the one-time payment for a full-time member of the bargaining unit.

26.5

Effective July 1, 2022, the salaries in effect on June 30, 2022 under each step and for each salary group shall be increased by two and one-half percent (2.5%).

Effective January 13, 2023, each employee who has not received an unsatisfactory evaluation, who is not at the maximum salary for their assigned salary group, and who was hired on or before July 12, 2022, shall advance one step in their salary group.

Effective January 13, 2023, each employee who has not received an unsatisfactory evaluation, who is at the maximum salary for their assigned salary group, and who was hired on or before July 12, 2022, shall receive a \$1,200 one-time lump sum payment, not added to base salary.

26.6

Effective July 14, 2023, the salaries in effect on July 13, 2023 under each step and for each salary group shall be increased by two and one-half percent (2.5%).

Effective January 12, 2024, each employee who has not received an unsatisfactory evaluation, who is not at the maximum salary for their assigned salary group, and who was hired on or before July 11, 2023, shall advance one step in their salary group.

Effective January 12, 2024, each employee who has not received an unsatisfactory evaluation, who is at the maximum salary for their assigned salary group, and who was hired on or before July 11, 2023, shall receive a \$1,200 one-time lump sum payment, not added to base salary.

26.7

The above increases shall not prevent UConn Health Administration from awarding additional monies to employees in recognition of meritorious performance using the criteria in Appendix 1 as supplemented by the OJE agreement between the parties. Any merit increase for any individual shall be awarded no more than once per calendar year either as a step increase on the appropriate salary schedule or as a lump sum bonus.

Similarly, nothing in this section should be interpreted to mean that UConn Health Administration cannot increase salaries to meet competition or market demands at any time throughout the year with prior negotiations with the Union. This provision is supplemented by the SCOPE master agreement, paragraph "I", 1-3.

Article 27
SENIORITY

27.1

Seniority shall be defined as an employee's length of service at UConn Health and its predecessor.

27.2

An employee's seniority shall accrue during the following periods:

1. Military Leave
2. Paid Leave
3. Workers' Compensation
4. Disability Leave
5. Maternity Leave
6. Any Other Authorized Leave

27.3

If recalled to employment within one (1) year, an employee's seniority as of the time of the layoff shall be restored.

27.4

Part-time employees shall accrue seniority on a prorated basis.

27.5

The following categories of Union officials shall have superseniority within their department: Committee Chairs, Stewards, and Executive Board Members. The total shall not exceed thirty (30) people. Superseniority shall be for layoff and recall purposes only.

Article 28
DURATION

This Agreement shall be in full force and effect from July 1, 2021 through June 30, 2025. All other terms in the contract represent the complete and final agreement between the parties. There shall be a reopener limited for the period of July 1, 2024 through June 30, 2025 to include a general wage increase (GWI) and step increment. The parties may, by mutual agreement, extend the life of this Agreement beyond June 30, 2025 for a period not to exceed one (1) year.

During the life of this Contract the parties agree that any errors or omissions made in the agreed upon language for the University Health Professionals Agreement will be corrected between the parties.

Article 29
NURSING CLINICAL LADDERS

29.1

Nurses who meet the criteria of advancement up the clinical ladder shall receive salary increases. Effective October 13, 2006, the job titles and incumbents in the clinical ladder shall be placed in salary groups as follows, using the step to step method:

- CN 1: Salary Group 6
- CN 2: Salary Group 7
- CN 3: Salary Group 8
- CN 4: Salary Group 9

Nurses who fail to maintain the criteria for their particular level as demonstrated during the annual performance evaluation process will be demoted to the appropriate level, and their salaries will be adjusted accordingly.

New nurses hired into the Clinical Nurse Advancement system who have a minimum of one year working in that specialty area will be automatically placed at the Clinical Nurse 2 level. For new nurses hired into the Clinical Nurse Advancement system at the Clinical Nurse 1 level, (defined as novice nurses, or experienced nurses working in a new specialty area), the time frame for movement in the clinical advancement program shall be no more than one year of employment.

29.2

The parties agree to explore the concept of a clinical ladder advancement program for clinical nurses in outpatient areas.

Article 30
SPECIAL PAYROLL

30.1

Special Payroll shall only be used to provide for payment of personal services for the following types of employees:

- a. Temporary or part-time employees who are paid on a continuing or recurring basis for no more than 12 months in any two year period.

Continuation of temporary services by an individual beyond this time will be considered in extraordinary circumstances, on a case by case basis for up to, but not more than six additional months.

For continuation of service of more than 12 months, in a two-year period an approval by the appropriate Dean and Department Head is required.

- b. Retired State employees who are employed for specific purposes related to their expertise where an employer/employee relationship exists and who will not exceed the statutory limitation on their retirement status.
- c. State employees that are to be employed as a temporary “secondary position,” in accordance with Public Act 87-253 (dual employment).
- d. These time limitations shall not apply to per diem nurses used in accordance with the PRN agreement reached between the parties or other categories of employees that the parties agree to exempt.
- e. UConn Health shall notify the Union quarterly of the Special Payroll positions which contain a majority of duties that would otherwise be performed by a UHP bargaining unit member.

Special Payroll shall not be used to circumvent a full time position count (FTE) or the regular salary payment process.

Article 31
GRANT FUNDED EMPLOYEES

The Union shall be sent a copy of all non-renewal letters at the time the notification of non-renewal is given to the affected employee.

Article 32
NO LOCK-OUT

During the life of this Agreement, there shall be no lockout of employees.

Article 33
SUBCONTRACTING

33.1

The employer has the discretion and right to establish contracts or subcontracts for UConn Health operations in accordance with the language that follows below.

33.2

If a current bargaining unit member is performing the service to be contracted, the Director of Labor Relations (or designee) will meet with the President of the Union (or designee) at least ten days prior to the implementation of a contracted or subcontracted arrangement to discuss the anticipated contracted or subcontracted arrangement. Such discussions will not be considered mid-term bargaining. The following two options exist after UConn Health has met with the Union:

- a. If the affected employee is offered a transfer to the same or similar position which the employee is reasonably qualified to perform, with no reduction in pay or benefits, then UConn Health may procure the services of or otherwise utilize individuals outside the bargaining unit to perform such work. If this situation occurs, the employee shall choose either to accept the transfer to the same or similar position, which he or she is reasonably qualified to perform, with no reduction in pay or benefits, or choose to accept a layoff with all contractual benefits so associated;
- b. If it is not possible to transfer the employee to the same or similar position in the bargaining unit under paragraph 2(a) above, and if the employee agrees, and if the employer trains the employee for a position which reasonably appears to be suitable to the employee based upon that employee's qualifications and skills, and if there is no reduction in pay during or after the training period, then the employer may procure the services of or otherwise utilize individuals outside the bargaining unit to perform such work. If the employee rejects the offer to be trained for a new position which reasonably appears to be suitable to that employee, then that employee will continue to serve in the bargaining unit position he or she was serving in and perform the work he or she was performing;
- c. During the life of this Agreement, no permanent employee will be laid off as a direct consequence of the exercise of the employer's right to contract out or subcontract bargaining unit work;

- d. The UHP President or designee shall be present at all meetings with employees convened under sections 2(a) or 2(b) above.

33.3

If the service to be contracted or subcontracted is not currently performed by the bargaining unit, and UConn Health embarks upon a new venture, then UConn Health has the discretion and right to establish contracts or subcontracts for such service(s). For purposes of this provision, a new venture means a defined department, division or program which is governed and operated by the contractor or subcontractor, wherein the services being performed by under the new venture are performed by employees of the subcontractor or contractor, and such new venture has never been a UConn Health department, division, or program. The contractor or subcontractor may utilize ancillary UConn Health services (i.e. booking, billing, etc.) Bargaining unit members providing services to contractors or subcontractors under this provision will be protected by and governed by the collective bargaining agreement.

33.4

When the service to be contracted or subcontracted is bargaining unit work and the contracting out or subcontracting will not create a situation where a bargaining unit member is working side by side and performing the same job/services as an individual who is not a member of the bargaining unit, then UConn Health has the discretion and right to establish contracts or subcontracts for such service(s).

33.5

The provisions of this Article shall expire automatically upon implementation of the successor collective bargaining agreement.

33.6 Implementation Possibilities Under The New Subcontracting Article/Examples

- If the service/work to be performed is not bargaining unit work, then UConn Health may obviously establish contracts or subcontracts with individuals or entities to perform such a service(s) or work.
- If the relevant service or work is clearly outside the domain or jurisdiction of the UHP, then UConn Health has unfettered prerogative to establish contracts or subcontracts.
- If UConn Health acquires a physician's practice – the physician becomes a UConn Health employee – the physician's staff becomes UConn Health employees – if the staff would be performing UHP bargaining unit work – then the staff would be UHP members governed by the collective bargaining agreement – the parties have agreed that if no one is on recall, the contractual posting requirements will be waived automatically. However, any vacancies in the acquired positions would be filled in accordance with

the collective bargaining agreement. If someone is on recall, Article 20 will apply.

- If UConn Health affiliates with a physician's practice (does not acquire) – physician does not become a UConn Health employee – the physician's staff do not become UConn Health employees – if staff are performing work performed by UHP members – no UHP jurisdiction and UHP will not challenge.
- If UConn Health embarks upon a new venture, it may establish contracts or subcontracts in accordance with paragraph 3 of the new contract language.
- If the service(s)/work is bargaining unit work – and current employees are performing that work – and the employees are transferable under paragraph 2(a) – such service or work can be subcontracted unilaterally under paragraph 2 (a). In addition, such subcontracted or contracted arrangement can be expanded and UHP will not challenge.
- If the service(s)/work is bargaining unit work – and current employees are not “transferable” – then paragraph 2(b) of the new language applies. Under this scenario, the individual who rejects the offer to be transferred/retrained will continue to occupy the bargaining unit position the employee occupied and perform the work they performed. In addition, the exercise of the prerogative to subcontract under 2(b) cannot create a situation wherein a member of the bargaining unit is working side by side, performing the same services as an individual who is not a member of the bargaining unit.

Article 34 SUCCESSORSHIP

UConn Health shall include as a condition of sale or transfer of its ownership a disclosure that the purchaser may be deemed a legal successor. If UConn Health sells or transfers its ownership in part or in its totality, and the purchaser/transferee is deemed a legal successor (as defined by statute and/or common law, such factors are specified in a side letter as they exist today and will be automatically modified as they change), such purchaser/transferee will be obligated to recognize and bargain with the UHP bargaining unit in accordance with the legal obligations and responsibilities of a successor. If UConn Health sells or transfers its ownership in part or in its totality, all affected employees shall be entitled to their contractual rights. Nothing in this article shall supersede or in any way impact the subcontracting article or the savings clause. Nothing herein shall operate to impose the terms and conditions of this article or this Agreement on any employees not includable in the bargaining unit described in Article 1 of the Collective Bargaining Agreement between UConn Health and the UHP. This Article shall apply only to transactions involving a private sector purchaser/transferee.

In determining whether an entity is a legal successor, the following elements or factors are currently applied:

1. substantial continuity of the identity in the business enterprise;
2. continuity of the workforce;
3. continuity of the employing industry;
4. continuity of the appropriate bargaining unit
5. the effect of a hiatus between the transaction and the commencement of operations.

The above given factors are defined specifically through the common law and will be automatically modified as they change.

**MEMORANDUM OF AGREEMENT
VACATION REQUESTS FOR UHP MEMBERS IN THE CREATIVE
CHILDCARE CENTER**

During the first two weeks of September, UHP members in the Creative Childcare Center will submit requests for up to two weeks (ten work days) of vacation during the following calendar year. These requests will be granted in seniority order, except that requests for a full work week (Monday through Friday) will take precedence over requests for less than a full work week. Each request for a full work week will be considered a separate request, as will requests for less than a full work week. Parttimers need only request their entire work week to have their requests considered as full-week requests.

The Creative Childcare Center Director will respond to these vacation requests in writing by the end of September. During the summer months, at least two staff members at a time will be permitted to take vacation leave. The Center Director will cooperate to try to allow two staff off during the rest of the year, and will do her best to insure that each employee gets to take two weeks vacation each year. Employees whose requests cannot be granted will be placed on a “waiting list” which will be considered in order by date submitted.

All other vacation leave requests will be handled in accordance with the UHP contract, except that additional requests for the following calendar year will not be permitted any earlier than October 1st of the preceding year.

Seniority for the purposes of this Agreement shall be calculated as stated in Article 27, as of August 15th of each year (except for September, 2004, for which seniority will be as of August 19th). Ties in seniority date will be broken by the following method: alphabetically by the last name, with the lowest letter the most senior in the 2004 selection process.

In 2005 and subsequent years, if this agreement is continued, seniority shall rotate alphabetically among those tied.

Original signed 9/2/04

MEMORANDUM OF AGREEMENT CERTIFICATION BONUSSES

All bargaining unit employees who have passed their probationary period in the positions listed below who acquire the specified certification within the parameters outlined below while employed at UConn Health shall receive a bonus of \$500.00 as a one-time lump sum payment, not added to base salary, to be included in the first pay period of April or August or December, following written verification of the certification to UConn Health Human Resources.

a. Lump Sum Bonus

1. Registered Nurses who acquire Professional Nursing Certification (requires two years of continuous employment and approved in advance by the Director of Nursing or designee.)
2. Medical Technologists and Clinical Laboratory Supervisors in the Department of Laboratory Medicine who acquire ASCP Certification.
3. All Diagnostic Radiologic Technologists who have successfully completed the advance practice examination in a Specialty designated area of assignment as conducted under the authority of the American Registry of Radiologic Technologists (AART).
4. Poison Information Specialists who acquire certification.
5. All employees of the Department of Medical Staff Services who are directly involved in credentialing activities for UConn Health and acquire certification as Certified Provider Credentialing Specialist (CPCS) or Certified Medical Credentialing Specialist (CMCS).
6. Employees certified as Registered Cardiovascular Invasive Specialist.
7. EAP Counselors who acquire certification as a Certified Employee Assistance Professional.

8. Diabetes Education Program Coordinators who acquire certification in that area.
9. Physical Therapists who acquire certification in orthopedics or Sports Medicine.
10. Chaplains who acquire certification as a Supervisor Candidate by the Association for Clinical Pastoral Education.
11. Pulmonary Function specialists and lead pulmonary function specialists, medical sonographers and lead medical sonographers and occupational therapists in the NICU who acquire certification in that area.
12. Eligible employees in the Department of Rehabilitation Services who acquire a professional certification.

b. Maintenance of Certification

In the Above Certification areas where continuing education is required to maintain certification, \$100 per year will be provided to each employee who successfully maintains said certification.

- c. The parties agree to discuss adding other job titles to this list if certification issues arise. If UConn Health requires current employees to become certified, UConn Health will reimburse the employee for the cost associated with obtaining such certification through an employer approved certification program for the affected employees.

These agreements are without precedent for either party in any pending or future situation. Originals signed 5/95, 8/14/95, revised 3/06, revised 3/22.

**MEMORANDUM OF AGREEMENT
DEPARTMENT OF INFORMATION TECHNOLOGY
ON CALL**

This Agreement is to provide needed IT expertise to support UCONN Health systems as designated by management as requiring 24/7 coverage. These systems and areas presently include Network, Server, interface, Clinical and Business Applications and Citrix/Virtual Environments. In the future, it is likely that other systems will be added that will need this support.

- At least 60 days prior to the start of on call coverage in an area, UConn Health will provide written notice to current employees and the Union as to who will be affected.
- New employees to an on call area will be integrated into the on call schedule as soon as management determines they are properly trained.
- On call schedules will be posted at least 4 weeks in advance.
- Volunteers may sign up for coverage for the first week the schedule is posted. Management will equitably distribute on call among qualified volunteers.
- If there are no volunteers after the first week, on call coverage will be assigned by management to employees with appropriate skills. On call coverage will be rotated by seniority among these employees. Employees may be assigned call no more than once every three weeks.
- On call responsibility will be on a weekly basis, with the week coinciding with the pay week, Friday to Thursday.
- Employees placed on call will be provided with a cell phone, beeper, and other necessary means of providing remote support.
- Manager to call phone numbers will be provided for the on call schedule.
- An employee is responsible for doing their assigned on call unless they find an appropriate replacement and have advance approval of their manager for the change.
- Employees may swap or volunteer for another employee's call time, with the advance approval of their manager.
- The parties will review this on call system and agree to discuss issues as they arise.

Compensation and Response Time:

- Employees who volunteer to be on call will be paid a flat rate of \$500 per week for carrying the pager. Employees who are assigned to be on call will be paid a flat rate of \$300 per week for carrying the pager.
- The on call employee will be expected to return a page/call as soon as possible but within 20 minutes and must begin work on the problem, remotely or on site as necessary, within 1 hour of receiving the original page.
- Time worked on site or from a remote location will be compensated as straight time compensatory time.
- Employees will receive a minimum of one hour compensation for the first call they receive each on call day. After the first call, employees working from a remote location will receive compensation for the actual time they work.
- If the employee works on site, a minimum of 2 hours will apply.
- Employees who work on a major holiday will be compensated in accordance with the provisions of Article 8.4a.

Effective 7/1/06, rev 3/22

**MEMORANDUM OF AGREEMENT
DEPARTMENT OF LABORATORY MEDICINE**

SCHEDULING PRACTICES

In order to fill a schedule (prior to the schedule being posted), the following guidelines will be used:

- A Schedule List will be developed and posted with part-time and full-time Medical Technologists I and II who are cross trained in the areas in reverse seniority order (least senior first).
- Any open shifts will be posted for volunteers.
- If an employee volunteers to fill an open shift, their name will be removed from the Scheduling List.
- If there are no volunteers, the order of the scheduling list will be used to cover any open shift as long as the employee does not exceed their FTE.
- Open shifts that remain that management determines need to be filled will be posted and filled in accordance with the procedure outlined in Article 14.15.

After the schedule is posted, the following guidelines will be used for unanticipated absences:

- When an open shift occurs volunteers will be solicited.
- If there are no volunteers, and management determines the shift needs to be filled, the Urgent Shift Availability (USA) procedure in Article 15.3 may be used. No credit will be given on the scheduling list for these shifts.
- If there are no volunteers and no one has signed up for USA and the shift needs to be filled to provide coverage, the emergency coverage policy will be invoked.

VACATION SCHEDULING

The parties agree the year for vacation scheduling purposes shall begin on May 1st and end on April 30th. It is accepted that vacation requests for future years need not be approved until February 7th of the preceding year.

Vacations will be limited to (2) two weeks during prime time (June 15th through September 15th, and the weeks including Thanksgiving, Christmas and New Year's Day). Additional vacation leave may be granted based on availability. A rotating seniority list will be used to determine vacation selection for Christmas week only.

A seniority list and sign up sheet will be posted January 15th for vacations in the period May 1st of the current year to April 30th of the following year.

Vacation requests submitted by February 1st will be considered on a basis of relative seniority.

Vacation requests submitted by February 1st will be responded to and posted on February 7th.

All other vacation requests for vacation year will be handled in accordance with Article 13.1e.

The week shall be defined as Monday thru Sunday. A request for a week off verses individual days will have priority. Part-time employees requesting their entire workweek off meet this requirement.

Section 14.10a and 14.10b are incorporated as part of this policy.

Notes:

- A seniority list shall be developed and posted.
- An employee must be certain that they will have accrued enough time off before the time for the vacation is to take place
- If an employee elects to take a week off and has bumped another employee with less seniority, they must take the week off and not reduce it to a few days.
- Clinical Laboratory Supervisors are not included in the determination of how many employees may be granted vacation in a given area.
- If an employee who elected to take a week off decides not to take a vacation, they should inform their supervisor at least two months in advance. At that time, an employee who got bumped may then be granted the vacation time, if operating needs of the department allow it.

HOLIDAY SCHEDULING

- A major holiday schedule will be developed concurrently with the vacation schedule.
- The six major holidays for the year shall be posted on January 15th for volunteers to sign up to work any shift. This posting will remain up until February 15th.
- Notwithstanding Article 8.3a, if slots remain after the posting for volunteers, they shall be filled by assigning the least senior employee in that area who has not worked that holiday in the last three years to work that holiday. This assignment is to be made regardless of the shift of the vacancy and employee. Assignments will be posted by March 1st.
- All slots shall be filled using this procedure until all major holidays and shifts are covered.
- Seniority as defined in Article 27 shall be used (UCONN Health seniority).

MANDATORY CROSS TRAINING

Employees who were originally hired as evening or night staff will continue to receive their shift differential payments and night shift bonus for core laboratory cross-training that extends beyond two weeks. The differentials and bonus will only be paid for training time in excess of the two week period.

Originals signed 2/24/95 and 5/98, revised 3/02, 2/06.

MEMORANDUM OF AGREEMENT MANAGEMENT EXCLUSIONS

There shall be a list of current positions which are exempt from the University Health Professionals bargaining unit. Such lists shall be distributed in accordance with Section 1.3 of this collective bargaining agreement.

Changes may be made to the above list using the following process:

- A.** Any bargaining unit position, either vacant or with an incumbent, which UCONN Health believes should be exempt from the bargaining unit or the Union believes should be returned to the bargaining unit shall first be discussed at meetings (held annually during the month of July or at another time acceptable to both parties) with the Union. No exclusion/inclusion shall be made until the parties so agree or a decision by an appropriate forum is rendered.
- B.** If a filled or vacant bargaining unit position is reclassified into a non-bargaining unit position with a nonbargaining unit title, UCONN Health shall notify the Union prior to its exclusion and meet with the Union if requested to do so.
- C.** The Union shall be notified of new professional staff positions other than faculty, directors or higher classifications. If the Union believes these titles properly belong within the bargaining unit and UCONN Health believes they belong outside the bargaining unit, the parties shall meet to discuss their inclusion or exclusion from the bargaining unit.
- D.** If the parties fail to agree on the inclusion of a position in items (A), (B) and/or (C) above, the Union may seek the remedy through an appropriate statutory forum. UCONN Health agrees to pay all agency fees for any position which has been excluded but was found to properly belong in the bargaining unit from the time the claim is made.
- E.** If the parties fail to agree on the exclusion of a position in item (A) above, UCONN Health may seek the remedy through an appropriate statutory forum. The Union agrees to reimburse all agency fees for any

position which has failed to be excluded but was found to properly belong out of the bargaining unit from the time the claim is made.

- F. This Agreement shall continue to be in effect until the parties mutually agree to its termination.

MEMORANDUM OF AGREEMENT MARKET ADJUSTMENTS

1. **Nurse Anesthetist.** As a result of the negotiations held in accordance with the provisions of the SCOPE agreement, Section 4.1 (Recruitment and Retention) all employees slotted in the position of Nurse Anesthetist, evaluated at salary group 11, will be paid at salary group 13, as of 1/03 in salary group 14, as of 7/8/05 in salary group 16, as of 6/23/06 salary group 22.
2. **Nurse Practitioner/Physician Assistant.** Consistent with Article 26.7, agreement has been reached between the parties on April 29, 1996, to place the Nurse Practitioner/Physician Assistant classifications on salary group 14 of the UHP salary scale as a market adjustment. This market adjustment increased to SG 16 effective 7/8/05.
3. **Pharmacist/Pharmacy Clinical Coordinator.** The salary group for the **Pharmacist** job classification will be increased to SG 16 (effective 8/18/06). The salary group for the **Pharmacy Clinical Coordinator** job classification will be increased to SG 18 (effective 8/18/06).
4. **Radiology Job Classifications.** The salary groups for classes in the Radiology Department will be increased as follows:
 - Diagnostic Rad Tech: from SG 4 to SG 5
 - Diagnostic Rad Tech (Mammography): from SG 4 to SG 7
(will use Spec Rad Tech)
 - Spec Radiologic Technologist: from SG 5 to SG 7
 - Lead Radiologic Technologist: from SG 6 to SG 8
 - Diagnostic Med Sonographer: from SG 5 to SG 7
 - Clinical Radiologic Supervisor: from SG 9 to SG 11
 - Echocardiogram Tech: from SG 4 to SG 7 to SG9 (effective 5/27/05)
 - Lead Echocardiogram Tech: from SG 8 to SG 10
 - Lead Diagnostic Medical Sonographer: from SG 6 to SG 8
5. **Clinical Nurse Specialist.** The salary group for the Clinical Nurse Specialist will be increased to SG 10, and to SG 13 on 5/27/05.

6. **Nuclear Medicine Technologist.** The salary group for the **Lead Nuclear Medicine Technologist** will be increased to SG 9. The salary group for the **Nuclear Medicine Technologist** will be increased to SG 8.
7. **Radiation Therapy.** The salary group for **Radiation Therapy Technologist** will be increased to SG 9. The salary group for **Lead Radiation Therapy Technologist** will be increased to SG 11.
8. **Medical Dosimetrist.** The salary group for the Medical Dosimetrist will be increased to SG 13 effective 4/1/05 and increased to SG 16 effective 8/14/20.
9. **Clinical Nurse Supervisor.** The salary group for the Clinical Nurse Supervisor will be increased to SG 12 for those individuals who are not red-circled in the classification.
10. **Clinical Perfusionist and Clinical Perfusionist Coordinator.** The salary group for Clinical Perfusionist (SG20) and Clinical Perfusionist Coordinator (SG21) are increased to SG 22 effective 07/06/18.

These salary group increases will remain in effect for the foreseeable future. However, the actual salary groups will remain as previously designated by the Willis job evaluation system. If at some future time market conditions change and UCONN Health reverts to the actual salary groups, all staff being administered on the higher groups will be grandparented and continue to be administered on those higher groups.

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

Originals signed 4/3/96, 7/97, 7/15/99, 3/9/01, 11/2/01, 11/15/02, 12/02, 1/8/03, 3/21/03, 5/12/04, 4/1/05, 5/27/05, 7/8/05, 3/21/06, 8/29/06.

NURSING MARKET ADJUSTMENTS

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.

Original signed 6/2022.

MARKET ADJUSTMENTS FOR RADIOLOGY JOB CLASSIFICATIONS

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

1. Diagnostic Radiologic Technologist (0811) salary group 6; Diagnostic Medical Sonographer (0992) salary group 8; Diagnostic Medical Sonography Technologist 1 (9663) salary group 7; Bone Densitometry Technologist (0528) salary group 8; Cardiac/Vascular Sonographer (0813) salary group 10; Cardiovascular Technologist I (1182) salary group 6; Cardiovascular Technologist II (4128) salary group 7; Clinical Radiologic Supervisor (1345) salary group 12; Computed Tomography Technologist I (9666) salary group 7; Computed Tomography Technologist II (8927) salary group 8; Magnetic Resonance Imaging Technologist I (9673) salary group 7; Magnetic Resonance Imaging Technologist II (9671) salary group 8; Nuclear Medicine Technologist (0836) salary group 9; Radiation Therapy Technologist (9265) salary group 10; Radiation Therapy Technologist Supervisor (9264) salary group 12; Specialty Radiologic Technologist/Interventional/Special Procedures (8939) salary group 8; Mammography Technologist I (8922) salary group 7; Mammography Technologist II (8926) salary group 8; Specialty Radiologic Technologist/Ultrasound/Sonography (8929) salary group 8; Lead Cardiac/Vascular Sonographer (4140) salary group 11; Lead Diagnostic Medical Sonographer (8289) salary group 9; Lead Medical Resonance Imaging Technologist (9672) salary group 9; Lead Nuclear Medicine Technologist (0987) salary group 10; Lead Radiologic Technologist (0826) salary group 9; Lead Radiologic Technologist/CTMRI (1829) salary group 9; Lead Radiologic Technologist/Interventional/Special Procedures (1828) salary group 9; Lead Radiologic Technologist/Mammography (8931) salary group 9; Lead Radiologic Technologist/Ultrasound/Sonography (8932) salary group 9; and at the step level held by the employee on October 20, 2022.
2. In accordance with Article 10.2 of the collective bargaining agreement certain Diagnostic Radiologic Technologists (0811) will have their step placement realigned to credit their overall radiology technician experience and not just their credited service at UConn Health. The alignment shall be in accordance with the chart provided to UHP and treated as incorporated herein.
3. The changes in paragraphs 1 and 2 as noted above will be effective on the pay period beginning November 18, 2022.

Original signed 10/2022.

**MEMORANDUM OF AGREEMENT
MED SURG 5**

In order to ensure the safety and training of UHP employees, the parties agree to the following:

1. Staffing level shall be at least two staff nurses and one medical assistant for 12 patients. Staff will be added appropriately as more beds are filled.

2. The maximum in-patient load is to be 16.
3. Name tags will just have first names.
4. An audible alert shall be in place that can be heard throughout UCONN Health.
5. There shall be at least one reverse pressure room.
6. In-patients shall be shackled to the beds at all times unless deemed medically inappropriate.
7. Patients being transferred shall be shackled to a wheelchair or gurney.
8. UHP shall attend at least one of every training course if any changes are made with a security impact.
9. Supplemental Staffing on Med Surg 5: Staff hired before 10/1/98 will float to Med Surg 5 on a volunteer basis, unless there is an emergency situation (i.e. in a code yellow level type emergency). Staff hired 10/1/98 and later will be required to float to Med Surg 5, as appropriate, when needed.

Original signed 12/15/95, revised 3/02, 3/06.

**MEMORANDUM OF AGREEMENT
SCHEDULING PRACTICES
NEONATAL INTENSIVE CARE UNIT**

UCONN Health and University Health Professionals agree to the following scheduling practices for Christmas/New Year's scheduling (December 18th – January 4th) in the Department of Nursing Neonatal Intensive Care Unit.

1. Up to three people will be allowed off duty daily for the purpose of vacation.
2. The employees will be granted a maximum of six continuous days off, including holiday time, vacation time, and compensatory time and X day.
3. All requests for time off during the December 18th-January 4th period must be submitted in writing by March 1st and responses will be granted by May 1st.

4. A rotating seniority list, according to Article 27, will be established so that the same individuals will not get holiday/vacation time off year after year during the December 18-January 4th time period.
5. This agreement does not prevent UCONN Health management from granting vacation time, etc. to more than three employees.
6. Any requests submitted after the designated period in Number 3 will be considered after those submitted during the period.
7. No precedent for any pending or future situation.

Original signed 6/99

**MEMORANDUM OF AGREEMENT
NURSE PRACTITIONERS/PHYSICIAN ASSISTANTS
IN THE NEONATAL INTENSIVE CARE UNIT**

1. Nurse Practitioners/Physician Assistants are Tier 1 salaried employees, FLSA exempt. Scheduling rotations will be based on average schedule of approximately eighty (80) hours per pay period.
2. Schedules will be posted in four (4) week blocks.
3. Nurse Practitioners/Physician Assistants in conjunction with physicians are responsible for twenty-four (24) hour, seven (7) days per week patient care. For the purposes of vacation, sick, and personal leave, a day will be defined as eight (8) hours. Therefore, when Nurse Practitioners/Physician Assistants work 10, 12, 14, or 16 hour schedules, time off will be reflected on an hour for hour basis, based on the individual's schedule.
4. or the purposes of Holidays, each Nurse Practitioner/Physician Assistant will receive the twelve (12) paid holidays per year as per contract. The holiday hours shall be the twenty-four (24) hour period from 12:00 a.m. to 11:59 p.m.

Original signed 2/92, revised 3/06.

**MEMORANDUM OF AGREEMENT
NURSE ANESTHETISTS SCHEDULES AND WORK HOURS**

This is an agreement between UCONN Health (Employer) and the University Health Professionals (Union) concerning the schedules and hours of work of the Nurse Anesthetists in the bargaining unit.

There shall be shifts of the following duration and time

7:00am-3:30pm	Weekdays	No differential
9:00am-5:30pm	Weekdays	No differential
3:00pm-7:00am	Weekdays	Differential of 15% from 3pm-11pm differential of 20% from 11pm-7am
7:00am-5:30pm	Weekdays	No differential
7:00am-7:00am	Weekends	Differential of 25% plus
7:00am-3:00pm		No differential
3:00pm-11:00pm		15% differential
7:00am-7:00am	Weekdays	Voluntary basis as needed by seniority as per Article 27
7:00am-3:00pm		No differential
3:00pm-11:00pm		15% differential
11:00pm-7:00am		20% differential

All call and weekend time shall be assigned on a rotation basis by seniority as per Article 27. Overtime at time and one half shall be paid after 40 hours paid in a week or any time past regular scheduled shift. The 9:00 am – 5:30 pm shift will only be used to assure 2 people on duty when there is no one on the 7:00 am-5:30 pm shift, unless the hours of the OR are extended or other operational needs arise, in these cases, the parties will meet as per the contract.

If members are scheduled to work on a holiday (defined as 7 am – 7 am) they shall earn comp time for the whole scheduled shift.

There shall be made available a minimum of \$2,000.00 per year per person for professional development.

All shifts can be switched as long as the switch does not generate overtime.

Original Signed 12/97, revised 3/02

**MEMORANDUM OF AGREEMENT
RECRUITMENT AND RETENTION BONUS
NURSE ANESTHETIST**

1. The parties agree to provide a one time \$30,000 sign on bonus to new Nurse Anesthetists hired by UCONN Health. The sign on bonus will be paid as follows: \$10,000 in the employee’s first UConn Health paycheck, \$10,000 in the paycheck encompassing the employee’s second anniversary and

\$10,000 in the pay period encompassing the employee's third anniversary. This bonus will be prorated for part-time employees based on their FTE at the time of payment, and is subject to applicable taxes and other deductions. This recruitment bonus will stay in effect for the foreseeable future but may be discontinued by UCONN Health with 30 days notice to UHP.

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

Original signed 1/8/03, 7/06, 11/16/06, 06/10/19

MEMORANDUM OF AGREEMENT HOLIDAYS FOR PART-TIME EMPLOYEES

1. There is no change in contractual language or current practice for Tier 1 employees for either scheduling or compensation.
2. There is no change proposed in compensation for Tier II parttime employees who work a holiday.
3. There is no change proposed in compensation for Tier II parttime employees with fixed schedules who do not work a holiday.
4. The changed language for Tier II part-time employees without fixed schedules when they do not work a holiday is implemented as follows: Employees will receive comp time for any holiday not worked based on the ratio of their FTE (as it stands on that holiday) to that of a full-time 8 hour employee. The comparison to 8 hours will be followed for both 8 and 12 hour shift employees. The comp time would be placed in the employee's bank to be used when a day off in the regular schedule is requested and approved.
5. There is no change in the way Tier II part-time employees are scheduled for holidays as a result of the revised language.

Original 6/99, revised 3/02

**MEMORANDUM OF AGREEMENT
PERSONAL LEAVE DAY IMPLEMENTATION**

2022		
EMPLOYEE'S BIRTH MONTH	OLD PL TO BE TAKEN BY	NEW PL AWARDED ON
JANUARY	1/13/2022	1/14/2022
FEBRUARY	2/10/2022	2/11/2022
MARCH	3/10/2022	3/11/2022
APRIL	4/7/2022	4/8/2022
MAY	5/5/2022	5/6/2022
JUNE	6/2/2022	6/3/2022
JULY	6/30/2022	7/1/2022
AUGUST	8/11/2022	8/12/2022
SEPTEMBER	9/8/2022	9/9/2022
OCTOBER	10/6/2022	10/7/2022
NOVEMBER	11/3/2022	11/4/2022
DECEMBER	12/1/2022	12/2/2022

2023		
EMPLOYEE'S BIRTH MONTH	OLD PL TO BE TAKEN BY	NEW PL AWARDED ON
JANUARY	1/12/2023	1/13/2023
FEBRUARY	2/9/2023	2/10/2023
MARCH	3/9/2023	3/10/2023
APRIL	4/6/2023	4/7/2023
MAY	5/4/2023	5/5/2023
JUNE	6/1/2023	6/2/2023
JULY	7/13/2023	7/14/2023
AUGUST	8/10/2023	8/11/2023
SEPTEMBER	9/7/2023	9/8/2023
OCTOBER	10/5/2023	10/6/2023
NOVEMBER	11/2/2023	11/3/2023
DECEMBER	11/30/2023	12/1/2023

2024		
EMPLOYEE'S BIRTH MONTH	OLD PL TO BE TAKEN BY	NEW PL AWARDED ON
JANUARY	1/11/2024	1/12/2024
FEBRUARY	2/8/2024	2/9/2024
MARCH	3/7/2024	3/8/2024
APRIL	4/4/2024	4/5/2024
MAY	5/2/2024	5/3/2024
JUNE	6/13/2024	6/14/2024
JULY	7/11/2024	7/12/2024
AUGUST	8/8/2024	8/9/2024
SEPTEMBER	9/5/2024	9/6/2024
OCTOBER	10/3/2024	10/4/2024
NOVEMBER	10/31/2024	11/1/2024
DECEMBER	12/12/2024	12/13/2024

2025		
EMPLOYEE'S BIRTH MONTH	OLD PL TO BE TAKEN BY	NEW PL AWARDED ON
JANUARY	1/9/2025	1/10/2025
FEBRUARY	2/6/2025	2/7/2025
MARCH	3/6/2025	3/7/2025
APRIL	4/3/2025	4/4/2025
MAY	5/1/2025	5/2/2025
JUNE	6/12/2025	6/13/2025
JULY	7/10/2025	7/11/2025
AUGUST	8/7/2025	8/8/2025
SEPTEMBER	9/4/2025	9/5/2025
OCTOBER	10/2/2025	10/3/2025
NOVEMBER	11/13/2025	11/14/2025
DECEMBER	12/11/2025	12/12/2025

**MEMORANDUM OF AGREEMENT
RADIOLOGY SCHEDULING**

In accordance with Article 14.11, Tier 2 employees working a regular eight (8) hour shift shall have sixteen (16) hours between regularly scheduled shifts except where otherwise agreed to by the parties. Employees may volunteer to work shifts with less than a sixteen (16) hour interval, prior to the posting of the schedule.

All requests for time off should be submitted at least twenty one (21) days in advance of the schedule being posted to allow for posting for volunteers to cover time off requests. A draft schedule will be posted in the Department prior to the

final schedule being posted for volunteers to sign up for open shifts. All postings shall be available at all Radiology worksites.

In regards to filling vacant shifts on the final schedule the following process will apply:

- 1) When the final schedule is posted, JDH Radiology management shall post a schedule of open shifts that management has determined to fill. These slots will be filled in accordance with the procedures in Article 14.14. If more volunteers sign up than spaces available, seniority shall control on a rotating basis.
- 2) After the final schedule is posted for one week, Radiology management can utilize per diem and/or nonbargaining unit staff to fill vacant shifts.
- 3) Part-time Radiology staff may bump per diem and /or non-bargaining unit staff from the schedule if at least 72 hours notice of such desire is given, unless per diem and/or non-bargaining unit staff have committed in writing to cover a specific portion of a specified employee's leave of absence, e.g. every other Tuesday for the duration of the leave.

The Radiology on-call system may be expanded at the discretion of management to include all diagnostic radiologic technologists. The on-call system will be used to cover short-term, unexpected absences or unexpected increases in patient census. It will not be used to fill holes in the schedule or to cover long-term absences. Article 15.4 shall apply.

Radiology, at management's discretion, will utilize the Urgent Shift Availability (USA) system in Article 15.3 for all areas of Diagnostic Imaging and Therapeutics.

Any issues arising over this Agreement will be referred to the committee designated in Section 19.13.

Original signed 10/91, revised 3/02, 3/06.

**MEMORANDUM OF AGREEMENT
RADIOLOGY
ULTRASOUND/VASCULAR ON CALL**

The parties agree that the existing on call system in the Radiology Ultrasound/Vascular unit will be expanded effective July 1, 2006, to cover emergency exams. In all respects, the ultrasound/vascular on call will function the same as the other established on call in Radiology. On off hours/weekends/holidays etc., the radiologist or radiology resident will determine if the on call technologist

needs to be called in for the emergency exam. On call will be utilized, at management's discretion, for all off shifts.

Employees are free to swap days, with written approval, as long as coverage is maintained.

Original signed 7/22/02, revised 3/06

MEMORANDUM OF AGREEMENT REGISTERED NURSE RECRUITMENT BONUS

The parties hereby agree to extend the Agreement originally signed in 1999 regarding this subject, such that:

- a. All registered nurses hired into the Department of Nursing on or after April 1, 2001, with two or more years of experience specific to the area of nursing for which they are hired, will receive a \$3,000 bonus.
- b. The bonus will be paid as follows:

Upon the employee's successful completion of the working test period, half of the amount of the bonus (\$1,500) will be paid. The other half (\$1,500) will be paid six months later.

- c. Part time registered nurses, hired as specified above, will receive a pro-rated share of the bonus, based on their percentage of employment reflected on their assignment authorization at the time of payment.
- d. This agreement is in effect until June 30, 2010, when its effectiveness and the necessity for it to continue will be reevaluated. It will continue automatically after that date unless the parties agree to discontinue it.

Original signed 8/99, revised 5/01, 3/02, 3/06

MEMORANDUM OF AGREEMENT 12 HOUR SHIFT AGREEMENT

- 1. Agreement pertains only to staff in the bargaining unit who work some pattern of 12-hour shifts. No employee hired to work an 8-hour shift shall be forced to work a 12-hour shift.
- 2. It is important to remember that there must always be enough operational FTEs to exercise the 12-hour shift agreement. If the number of FTEs decreases and is not adequate, the manager/department head

will give the staff a four (4) week notification of the change back to eight (8) hour shifts until the number of FTEs increases.

3. There are several 12-hour shift patterns that may be adapted to a specific unit to meet its individual needs.
 - 12-hour shifts may be done by the majority of the staff working on a unit.
 - 12-hour shifts may be adopted in addition to a number of staff members working an 8-hour schedule.

A combination of 8 and 12 hour staff may be done depending on the staffing needs of an individual unit and the number needed as determined by the manager/department head. As management makes these options available, assignments will be voluntary and in accordance with Article 27 seniority.

- 12 hour shifts may be done only on weekends, with the staff working 12 hour shifts every third weekend. It is permissible for staff to choose to work more weekends than every third.
- 12 hour shifts may be worked as two 12-hour shifts and two 8 hour shifts with 12 hour shifts on every third weekend.
- Any pattern 12-hour shifts may be adopted to meet a unit's individual needs once the staff has voted for that pattern, and it is reviewed and approved by the bargaining unit, Management and HRD.

4. Pattern for all of (majority) working straight 12-hour shifts.

<u>WEEK</u>	<u>HOURS WORKED</u>	<u>HOURS PAID</u>
1	36	36
2	36	36
(PAY PERIOD)	(72)	(72)
3	36	36
4	48	52
(PAY PERIOD)	76 HOURS	88*
	STRAIGHT; 8 HOURS TIME AND $\frac{1}{2}$	
	156	160
13 SCHEDULES PER YEAR	2028 HOURS	2080 HOURS**

* Pay is equivalent to 88 hours of straight time.

** Annual salary for full time employees, take home pay remains equivalent to 2080 hours as outlined above.

Scheduling practices for all or majority straight 12 hour shifts.

- A full time employee will work three 12-hour shifts per week. One week out of four, the individual will be scheduled for a fourth 12-hour shift.
 - Scheduling will be done to provide a maximum of three days in a stretch and every attempt will be made to follow with two days off.
5. Pattern for all or (majority) working 12 hour shifts with one 8 hour shift per pay period:

Paid hours = 80 hours in two weeks for full time people using a combination of 8 hour and 12 hour shifts.

One week = 36 hours and the next week = 44 hours. For a total of 80 hours in a two week period.

(Part-timers will be scheduled for 40 hours or less per week).

<u>WEEK</u>	<u>HOURS WORKED</u>	<u>HOURS PAID</u>
1	36	36 HOURS OF STRAIGHT TIME
2	44	40 HOURS OF STRAIGHT TIME 4 OF TIME AND ½
(PAY PERIOD)	(80)	(82)*

* Pay is equivalent to 82 hours of straight time.

6. Scheduling practices for 12 hour staff with one 8 hour shift per pay period:

A full time employee will work three 12-hour shifts one week. The second week of the pay period the employee will work three 12-hour shifts and one 8-hour shift. This scheduling practice can be changed through negotiations between the manager/department head and the staff members if the need arises (i.e. working holidays around a weekend on).

7. Weekend Patterns:

- When in the judgment of the manager/department head staffing and workloads permit, staff members, who are scheduled to work 12-hour shifts on a routine basis, will normally be scheduled for a regular pattern providing every third weekend on duty.
- When an every third weekend pattern is in effect, Article 14.8(a) will not apply. The extra duty free weekend in Article 14.10b (two

weekend vacation, middle weekend off) will be granted once per calendar year.

- When the pattern for weekend assignment is changed to facilitate scheduling for vacations and other requests, the employee will return to the weekend pattern that had been in effect as soon as possible.
- An every other weekend pattern can also be scheduled when 12-hour shifts are in effect, if that is all the number of operational F.T.E.s for a unit allows. (Article 14.8(a) and 14.10 of the UHP contract will then apply), or that is the pattern selected by the staff member with the approval of the manager/department head.

8. Scheduling practices for 12 hour shift/every third weekend staff:

When a full time employee works their 12-hour weekend, they get another day off within the two-week pay period. This gives them 80 hours in the two-week period. (The employee works 9 shifts instead of 10 (two 12 hour shifts and seven 8 hour shifts = 80).

9. Weekend differential for 12 hour shift/every third weekend staff:

The employee is scheduled to work 12-hour shifts every third weekend. Weekend differential will be paid between the hours of 7:00 a.m. Saturday through 7:30 a.m. Monday.

10. Shift Differential:

- Tier II employees who work the 12 hour shift (7:00 a.m. - 7:30 p.m.) receive an evening shift differential at 3:30 p.m. until the end of the Shift (see Article 14.13(e) of the UHP contract).
- Tier II employees who work the 12-hour evening/night shift (7:00 p.m. - 7:30 a.m.) shall be paid the evening shift differential for 4 hours (7:00 p.m. - 11:00 p.m.) and the night shift differential for 8 hours between (11:00 p.m. - 7:30 a.m.).
- For other 12 hour shifts that are eligible for shift differential as described in Article 14.13, evening shift differential is paid from either 3 p.m. to 11:30 p.m. or 4 p.m. to 12 midnight, and night shift differential is paid from either 11 p.m. to 7:30 a.m. or 12 midnight to 8 a.m. (depending on the Department's shift hours).

11. Overtime:

Overtime will be paid at the rate of time and ½ and is paid for all hours over 40 per week. For employees working twelve (12) hour shifts only on weekends, time and ½ overtime will be paid only for time worked over 8 hours on the eight hour scheduled work days. (See Article 15 of the UHP contract for other situations).

12. Leave Time:

Sick time and vacation time are accrued at the full-time rate which is equal to 120 annual hours. They will be charged in 8 or 12 hour blocks, based on the time schedule posted and that employee's usual weekly combination (i.e. can't switch to 8 hour days to increase number of days away from the unit if normal schedule is always in 12 hour blocks).

13. Holiday Pay:

Based on the time schedule posted for 8 or 12 hour shifts, working on a holiday the employee will receive:

- 8 or 12 hours of compensatory time based on the regular hours scheduled to work.
- 12 hours pay for 12 hours worked.
- Time and ½ for major holidays worked. When scheduled for an "H" day 8 or 12 hours is paid based on the regular hours scheduled to work. When scheduled for an "X" day, 8 hours of compensatory time is earned.
- For the pattern of two 12-hour shifts, two 8-hour shifts and every third weekend, the holiday commitment will be an 8-hour shift unless it falls on the weekend.
- If a holiday falls on a weekend, the parties agree the holiday takes precedence over the weekend. That means that the holiday assignment takes precedent over the weekend assignment and that the employee will work the weekend of the holiday.

14. STAFFING AND EMERGENCY COVERAGE: The provisions of the contract, particularly Article 14 and Article 15 as they relate to staffing and emergency coverage will be utilized to insure that there is adequate coverage for patient care.

It is important to remember, that there must always be enough operational F.T.E.s to cover weekends. If the number of operational F.T.E.s decreases and is not adequate, the manager/department head will give the staff a 4

week notification of the change back to 8 hour weekends until the number of F.T.E.s increase.

15. Previous Agreements:

- The above items take precedence over previous agreements with any individuals.
- The averaging agreement previously agreed to is rescinded (overtime will now be paid in accordance with Article 15.1).
- For employees working twelve (12) hour shifts only on weekends, time and ½ overtime will be paid for time worked over 8 hours on the eight hour scheduled work days.

REFERENCES: UHP Contract-Articles 14 and 15.

**MEMORANDUM OF AGREEMENT TEN HOUR SHIFTS FOR
CARDIAC CATH LAB**

The parties agree to establish a ten (10) hour shift in the Cardiac Cath Lab. The parties further agree as follows:

1. Employees must maintain an FTE that accommodates 10 hour shifts.
2. Overtime shall be paid at time and one-half for all hours over 40 in a week or over ten hours in a day.
3. When scheduled to work a ten hour shift on a holiday the employee will receive:
 - a. straight time for total hours worked on a minor holiday.
 - b. time and one half for total hours worked on a major holiday.
 - c. the number of hours of compensatory time based on the regular hours scheduled to work. When scheduled for an “H” day the Holiday pay is based on the regular hours scheduled to work. When scheduled for a pass day, the employee will receive eight hours of compensatory time earned in lieu of a paid holiday.
4. Sick time and vacation time are accrued at the full time rate of 120 hours per year. Part time accrual is .058 per regular hour worked. Leave time will be charged based on the time scheduled to work.

5. Personal time will be credited as 24 hours for full time employees, prorated for part time employees and shall be used in accordance with Article 12.1.
6. The On-Call rotation will continue and employees will continue to be paid in accordance with Article 15.4.
7. In all other respects the contract will be followed.

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

Original signed 10/5/04

MEMORANDUM OF AGREEMENT TEN HOUR SHIFTS FOR CARDIAC PULMONARY/HYPERTENSION UNIT

The parties agree to establish a ten (10) hour shift in the Cardiac Pulmonary/Hypertension Unit. The parties further agree as follows:

1. Employees must maintain an FTE that accommodates 10 hour shifts.
2. Overtime shall be paid at time and one-half for all hours over 40 in a week or over ten hours in a day.
3. When scheduled to work a ten hour shift on a holiday the employee will receive:
 - a. straight time for total hours worked on a minor holiday
 - b. time and one half for total hours worked on a major holiday.
 - c. the number of hours of compensatory time based on the regular hours scheduled to work. When scheduled for an "H" day the Holiday pay is based on the regular hours scheduled to work. When scheduled for a pass day, the employee will receive eight hours of compensatory time earned in lieu of a paid holiday.
4. Sick time and vacation time are accrued at the full time rate of 120 hours per year. Part time accrual is .058 per regular hour worked. Leave time will be charged based on the time scheduled to work.
5. Personal time will be credited as 24 hours for full time employees, prorated for part time employees and shall be used in accordance with Article 12.1.

6. In all other respects the contract will be followed.

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

Original signed 5/27/05

**MEMORANDUM OF AGREEMENT
TEN HOUR SHIFTS FOR ELECTROPHYSIOLOGY LAB**

The parties agree to establish a ten (10) hour shift in the Electrophysiology Lab. The parties further agree as follows:

1. Employees must maintain an FTE that accommodates 10 hour shifts.
2. Overtime shall be paid at time and one-half for all hours over 40 in a week or over ten hours in a day.
3. When scheduled to work a ten hour shift on a holiday the employee will receive:
 - a. Straight time for total hours worked on a minor holiday
 - b. Time and one half for total hours worked on a major holiday
 - c. The number of hours of compensatory time based on the regular hours scheduled to work. When scheduled for an "H" day the Holiday pay is based on the regular hours scheduled to work. When scheduled for a pass day, the employee will receive eight hours of compensatory time earned in lieu of a paid holiday.
4. Sick time and vacation time are accrued at the full time rate of 120 hours per year. Part time accrual is .058 per regular hour worked. Leave time will be charged based on the time scheduled to work.
5. Personal time will be credited as 24 hours for full time employees, prorated for part time employees and shall be used in accordance with Article 12.1.
6. In all other respects the contract will be followed.

Original signed 2/15/06

**MEMORANDUM OF AGREEMENT
TEN AND TWELVE HOUR SHIFTS
FOR PHARMACY AND POISON CONTROL**

This is an agreement between UCONN Health (employer) and the University Health Professionals (union) pertaining to ten (10) and twelve (12) hour (extended shifts) in the Pharmacy Department of John Dempsey Hospital and the Poison Control Center of UCONN Health. This agreement applies to Tier II employees only.

1. **OVERTIME** Shall be paid at time and one-half for all hours over 40 in a week or over 10 hours in a day on a 10 hour shift; or over 12 hours in a day on a 12 hour shift.
2. **HOLIDAY TIME** When scheduled to work a ten or twelve hour regular shift on a holiday the employee will receive:
 - a. straight time for total hours worked on a minor holiday.
 - b. time and one half for total hours worked on a major holiday.
 - c. the number of hours of compensatory time based on the regular hours scheduled to work on the extended shift. When scheduled for an "H" day the Holiday pay is based on the regular hours scheduled to work on the extended shift. When scheduled for a pass day, the employee will receive eight hours of compensatory time earned in lieu of a paid holiday.
3. **LEAVE TIME** Sick time and vacation time are accrued at the full time rate of 120 hours per year. Part time accrual is .058 per regular hour worked. Leave time will be charged based on the time scheduled to work, and that employee's usual weekly combination.
4. **PERSONAL TIME** Will be credited as 24 hours for full time employees prorated for part time employees and shall be used in accordance with Article 12.1 a&b.
5. **WEEKEND DIFFERENTIAL** All Tier II employees who work the majority of their extended weekend shift between 12:01 a.m. Saturday until 12:01 a.m. Monday shall receive 25% of base salary as a weekend differential.

6. **SHIFT DIFFERENTIAL** Tier II employees on extended shifts shall receive a fifteen per cent differential for all hours worked between 3:00 p.m. and 11:30 p.m. and twenty per cent shift differential for hours worked between 11:00 p.m. and 7:30 a.m. and in accordance with Article 14.14.
7. **ON-CALL** for the Department of Pharmacy and Poison Control Center may be utilized at the discretion of management in accordance with Article 15.4.
8. **VOLUNTEER SHIFTS** A draft schedule will be posted in the Department of Pharmacy and the Poison Control Center, prior to the final schedule being posted, for volunteers to sign up for open shifts. When the final schedule is posted, each department shall post a schedule of open shifts that management has determined to fill. These slots will be filled in accordance with the procedures in Article 14.14.
9. **URGENT SHIFT AVAILABILITY (USA)** The Department of Pharmacy and Poison Control Center, at management's discretion, will utilize the USA system as referenced in Article 15.3.
10. **STAFFING COMMITTEE** Any issues over staffing will be referred to the committee designated in Section 19.13.

Original signed 12/90, revised 3/02.

**MEMORANDUM OF AGREEMENT
TEN HOUR SHIFTS FOR RADIATION ONCOLOGY
NURSING**

The parties agree to establish a ten (10) hour shift in nursing radiation oncology. The parties further agree as follows:

1. Overtime shall be paid at time and one half for all hours over ten (10) in a day or forty (40) in a week.
2. Holidays for full-time positions will be paid for a ten (10) hour day. In all other respects, holidays will follow the contract.
3. Accruals and charges will be on an hour for hour basis based on a ten (10) hour day.
4. Personal leave time shall be twenty-four (24) hours for 1.0 FTE, pro-rated for part-time employees.

5. In all other respects the contract will be followed.

This Agreement will begin July 31, 1998 and is without precedent for either party in any pending or future situation.

Original signed 7/27/98.

**MEMORANDUM OF AGREEMENT
TEN HOUR SHIFTS FOR ED ADMISSION SPECIALISTS REPORTING
TO REVENUE CYCLE**

The parties agree to establish ten (10) hour shifts for ED Admission Specialists reporting to Revenue Cycle effective March 1, 2018. These shifts will be offered first to those volunteering and if there are not enough volunteer's will be assigned based on seniority. The parties further agree as follows:

- a. Employees must maintain an FTE that accommodates 10 hour shifts.
- b. Overtime shall be paid at time and one-half for all hours over 40 in a week or over ten hours in a day.
- c. When scheduled to work a ten hour shift on a holiday the employee will receive:
 1. Straight time for total hours worked on a minor holiday.
 2. Time and one half for total hours worked on a major holiday.
 3. The number of hours of compensatory time based on the regular hours scheduled to work. When scheduled for an "H" day the Holiday pay is based on the regular hours scheduled to work. When scheduled for a pass day, the employee will receive eight hours of compensatory time earned in lieu of a paid holiday.
- d. Sick time and vacation time are accrued per the collective bargaining agreement. Leave time will be charged based on the time schedule to work.
- e. Personal time will be credited as 24 hours for full time employees, prorated for part time employees and shall be used in accordance with Article 12. 1.
- f. In all other respects the contract will be followed.

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

Original dated 3/9/2018

**MEMORANDUM OF AGREEMENT
NURSING SUPER SHIFT FOR
CRITICAL CARE FLOAT POOL AND ICU**

This agreement (“Agreement”) between UConn Health (“UCH”) and the University Health Professionals (“UHP”) (collectively the “Parties”) is to ensure there is adequate weekend hospital coverage.

Therefore UCH and UHP agree as follows:

- a. UCH is creating a new weekend day and night shift for nursing staff in JDH ("super shifts") in the Critical Care Float Pool and the Intensive Care Unit (ICU). For purposes of this Agreement, the night shifts are: 7:00 p.m. Friday to 11:30 a.m. Saturday, and 7:00 p.m. Saturday to 11:30 a.m. Sunday. The day shifts are: from 7:00 a.m. to 11:30 p.m. Saturday, and 7:00 a.m. to 11:30 p.m. Sunday.
- b. The super shifts/weekend position(s) will be scheduled to work 32 hours. Nonetheless, the individuals assigned to work these shifts and who work the 32 hours will be paid as if they had worked 36 hours, and the position(s) shall be .90 FTE.
- c. The super shifts /weekend position(s) shall be paid the current weekend differential for all hours worked during the super shift(s) as indicated in the collective bargaining agreement then in effect when the hours are worked. This weekend differential is not paid for any hours paid but not worked.
- d. The weekend super shift is not eligible for any other shift differential, including Art 14.12 and Art 14.13, besides the weekend differential indicated in paragraph 3 above. However, if extra shifts are worked during the week, outside the regular schedule noted in #1 above, shift differentials will be paid in accordance with the contract.
- e. This Agreement shall replace the December 23, 2020 Critical Care Float Pool Super Shift Memorandum of Agreement.
- f. This Agreement is without practice or precedent or prejudice to either party, and cannot be used as evidence in any other proceeding.

Original dated 2/2021.

**MEMORANDUM OF AGREEMENT
UCONN MEDICAL GROUP**

Unscheduled travel between sites shall be compensated at the state mileage rate if transportation is not offered. For scheduled travel greater than 25 miles (one way) from the regular work site, the state mileage rate will be paid if transportation is not

offered. State mileage will be paid in accordance with State regulations. Neither of these travel provisions shall apply to individuals hired in “float” positions.

Original signed 12/19/97; #8 signed 7/3/96; revised 3/02, 2/06, 3/22.

**MEMORANDUM OF AGREEMENT
UMG
PILOT WORK SCHEDULES**

In order to better accommodate the operating needs of the clinics, the parties agree to pilot a 4 ½ day work schedule and/or a 4 day work schedule in selected clinics as determined by management. These schedules will contain expanded hours of 7 am to 6 pm, as appropriate. In no event will any employee be scheduled for more than 40 hours in a pay week.

The parties agree to meet and discuss any concerns about the implementation of these pilot schedules, and will review them approximately 6 months after implementation. At that time, they may be continued indefinitely if the parties agree. If at any subsequent time management decides to discontinue the use of these schedules, a minimum of 30 days notice will be given to the Union and employees.

Original dated 3/06

**MEMORANDUM OF AGREEMENT
VOLUNTARY LEAVE AGREEMENT**

The parties agree to continue the voluntary leave program referenced in the SEBAC Agreement for the duration of the contract to the extent allowed by law.

**UCONN HEALTH AND UNIVERSITY HEALTH PROFESSIONALS
LOCAL #3837, AFT, AFT-CT, AFL-CIO**

**CONTRACT ADDENDUM FOR UNIVERSITY POSTDOCTORAL
FELLOWS**

MEMORANDUM OF AGREEMENT

This Agreement is made by and between the State of Connecticut through the Board of Trustees for UCONN Health (“Employer”) and University Health Professionals, Local #3837, AFT, AFTCT, AFL-CIO (“Union”) in order to fix the terms and conditions of employment for those employees classified as University Postdoctoral Fellows added to the bargaining unit as a result of the Report Upon Secret Ballot of the Connecticut State Board of Labor Relations, Case No. SE-23740, dated August 28, 2003.

The following sets forth the agreement of the parties with respect to modifications of the current collective bargaining agreement between UCONN Health and the Union, as it applies to University Postdoctoral Fellows. Any Article not mentioned in the Agreement is in effect without modification.

Article 1 – Recognition

Article 1 is in effect with the exception of the references to personal leave in Section 1.4.

Article 6 – Grievance Procedure

Section 6.7 is modified as follows:

6.7 General Provisions.

- a. Any grievance not presented in writing within thirty (30) weekdays of the occurrence or the knowledge of the occurrence of the conditions giving rise thereto, shall not thereafter be considered a grievance under this procedure.
- b. Failure at any step of this procedure to appeal a decision within the specified time limits shall be considered acceptance by the aggrieved of the decision rendered and such decision shall thereafter be binding upon the aggrieved and the Union.
- c. Failure by the Employer to respond to the grievance and the Union within the time limits specified at any step allows progression to the next step.
- d. Meetings held under this procedure shall be conducted at a time and place which shall afford a fair and reasonable opportunity to attend for all persons

proper to be present. When such meetings are held during working hours, all persons who participate shall be excused without loss of pay for that purpose. Persons proper to attend for the purposes of this section shall be defined as aggrieved employees, their Union representative(s) and qualified witnesses.

At least one meeting shall be held with the immediate supervisor and the Union (and the grievant if the grievant so desires) at the informal stage and/or at Step One of the grievance procedure.

- e. No complaint informally resolved or grievance resolved at either Step One or Step Two shall constitute a precedent for any purpose unless agreed to by the parties.
- f. Non-contractual grievances terminate with the Executive Vice President or designee as the final step and are not subject to arbitration.
- g. The filing of a notice to proceed to arbitration shall constitute a waiver of rights to judicial review by either party.
- h. All time limits above may be extended by mutual agreement of the parties.
- i. Non-renewal of an employee with an ending date, or non-renewal of an employee due to termination or non-renewal of the grant or contract funding the employee's position is not subject to either the contractual or non-contractual grievance procedure provided the employee is informed of the terms of their employment in writing at the time of employment.
- j. Participants in the grievance procedure shall be protected under the provisions of Connecticut State Statute 5-271.
- k. The following shall not be subject to the grievance procedure: failure to continue a postdoctoral fellow after the end date of their appointment letter or separation or reduction because of a lack of grant funding after the end date of their appointment letter.

The rest of Article 6 is in effect.

Article 8 – Holidays

Article 8 is not in effect and is replaced by Article 35.

Article 9 – Transfers

Article 9 is in effect with the addition of the following language:

Section 9.4.

A University Postdoctoral Fellow with more than two years of UCONN Health employment in that capacity who transfers (i.e. no break in service) into a non postdoctoral fellow UHP position shall be credited with ten (10) vacation and ten (10) sick days at the time of the transfer, in addition to applicable personal leave time. Notwithstanding the language in Article 13.6, no payout of vacation time will be made if the employee does not successfully complete the new probationary period referenced in Article 18.1.

Article 10 – Vacancies

Article 10 is in effect except that neither this Article nor the recall provisions of this contract apply to vacancies of University Postdoctoral Fellow positions.

Article 11 – Sick Leave

Section 11.1 is modified as follows:

University Postdoctoral Fellows employed by UCONN Health shall receive a sick leave allotment of 12 days per year to cover sick absences for that calendar year. This allotment shall be credited on January 1st of each year to full-time postdoctoral fellows, and shall be pro-rated for those postdoctoral fellow hired after January 1st. Part-time postdoctoral fellows shall receive prorated leave time based on the percentage of employment indicated on their assignment authorization as of January 1st of each year (or as of date of hire). In no manner shall any of this leave time be accumulated or carried over from year to year or form any basis for payment at the end of the year or the postdoctoral appointment.

c. The Employer shall require proof of illness on a prescribed medical certificate form from the employee's treating physician when sick leave of five (5) consecutive scheduled work days or more is taken. The Employer also may require proof of illness on a prescribed medical certificate form from the employee's treating physician in all cases of suspected abuse.

An employee may provide the medical certificate directly to the Department of Human Resources and confidentiality shall be maintained. UCONN Health shall not discuss an employee with her/his physician(s) without prior permission of the employee. This provision shall not affect the current practices in workers' compensation.

f. UCONN Health shall grant sick leave to an eligible employee who is incapacitated for duty.

An eligible employee also shall be granted sick leave:

1. for medical, dental, or eye examination or treatment for which arrangements cannot be made outside of working hours provided the employee provides three business days' notice when possible;

2. in the event of death in the immediate family when as many as three working days leave with pay shall be granted. Immediate family for purposes of this subsection (f.2) only means spouse, parent, step-parent, sibling, step-sibling, grandparent, child, step-child, grandchild, and step-grandchild and also any relative or partner who is domiciled in the employee's household.
3. in the event of illness or severe injury to a member of the immediate family creating an emergency, provided that not more than five days of sick leave per calendar year shall be granted therefore; Immediate family means spouse, parent, sibling, grandparent (maternal or paternal only) or child, and also any relative who is domiciled in the employee's household.
4. for bereavement of persons other than members of the immediate family when permission is requested and approved in advance by their supervisor and provided that not more than three days of sick leave per calendar year shall be granted, therefore.

g. UCONN Health shall continue its practice of allowing an employee who is absent due to a long-term illness or injury to receive donated time from a fellow bargaining unit employee, subject to the following:

1. The absent employee must have a minimum of one (1) year of service.
2. The absent employee must have exhausted all of the employee's accrued paid time and otherwise be on leave without pay status.
3. The request shall be submitted to the Department of Human Resources, and shall include a current medical certificate on the form prescribed by UCONN Health.
4. Donations will be applied to the absent employee's sick leave account as needed each pay period, by consultation between the Department of Human Resources and the employee or Union representative coordinating the donations. Donations and transfers of days shall not exceed the number of days needed to prevent the absent employee from being on leave without pay, and shall not extend beyond the commencement of long-term disability benefits described in Section 21.2b.

Section 11.2 and 11.3 are in effect.

Section 11.4 is not in effect.

Article 12 – Leaves

Section 12.1 is not in effect and is replaced by Article 35. The rest of Article 12 is in effect.

Article 13 – Vacation

Article 13 is not in effect and is replaced by Article 35.

Article 15 – Overtime

Article 15 is not in effect for University Postdoctoral Fellows.

Article 16 – Evaluation

Article 16 is in effect with the following addition:

Section 16.7. Postdoctoral fellows must receive at minimum an annual written evaluation prepared by their faculty mentor that is signed by both the fellow and the mentor. Written evaluations for University Postdoctoral Fellows should include a brief narrative on progress during the year, whether the fellow is meeting expectations and plans for future career development. The content of the evaluation must be discussed at a meeting between the mentor and the fellow. Copies of the written evaluations must be kept on file in the Departmental or UCONN Health office, and in the official file in Human Resources.

Article 18 – Probationary Employees Article 18.1 is modified as follows:

18.1 A probationary employee is a new bargaining unit employee who has not yet completed at least a six (6) month working test or trial period. The initial probationary period may be extended by the employer, but in no case shall exceed a total of one (1) year. The affected employee and the Union shall be notified in writing of such extension within two weeks of such continuation. The following shall be excluded from the calculation of the probationary period: all leaves of absence without pay; all periods of workers' compensation or sick leave in excess of five (5) working days.

Employees who have previously completed at least a six (6) month working test or trial period who have separated from employment with UCONN Health for other than lay off or non-renewal and return to their formerly occupied position within six (6) months, shall not be required to serve an additional probationary period.

Employees who have previously completed at least a six (6) month working test or trial period who have separated from employment with UCONN Health for other than lay off or non-renewal and return to UCONN Health within six (6) months, shall not be required to serve an additional probationary period unless the separation was involuntary or the result of a negotiated settlement.

For employees hired on or after November 9, 1992, whose assignment authorizations are less than fifty (50) percent, the working test or trial period shall be nine months. If an employee's assignment authorization in the same position increases to fifty (50) percent or more after hiring, time spent in the nine-month working test or trial period shall count toward the six-month working test or trial period on a prorated basis.

Notwithstanding the above, if a University Postdoctoral Fellow voluntarily transfers to another University Postdoctoral Fellow position with a different mentor, or is hired into or voluntarily transfers into any other UHP position, a new probationary period will apply.

Section 18.7 is not in effect.

The rest of Article 18 is in effect.

Article 19 – Health & Safety

Article 19 is in effect except for Section 19.11.

Article 20 – Layoff

Article 20 is not in effect for University Postdoctoral Fellows and is replaced by the following:

20.1

This Article does not refer to probationary employees.

The non-renewal or failure to be reappointed after the end date of a Postdoctoral Fellow appointment letter shall be considered a layoff under this Article, but shall not cause a prior notice to be sent to the Union as required for other layoffs, nor shall it create bumping rights (Sections 20.5, 20.6) or recall rights (Sections 20.7, 20.8, 20.9) under this contract. Laid off Postdoctoral Fellows shall be considered internal applicants as described in Article 10 for one year. Postdoctoral Fellows shall be given written notice three months prior to non-renewal of appointment. Postdoctoral Fellows who are laid off (not nonrenewed) shall be given written notice in accordance with Section 20.9 below.

At least ten (10) days prior to the decision by UCONN Health administration to reduce staff through layoffs, the Associate Vice President for Human Resources or designee will meet with the President of the Union or designee to discuss the anticipated layoffs.

At this meeting, bumping options and/or known vacancy options for each person laid off will be discussed.

Once notified, all employees impacted by layoff or nonrenewal will be scheduled to meet with a Human Resources designee to discuss their rights under this Article. A Union representative may be present at this meeting.

20.2 In all cases requiring the termination of professional staff, primary consideration shall be given to UCONN Health's responsibility to offer an appropriate range of services and to carry out its mission.

20.3 In all cases it is understood that layoffs shall be compatible with UCONN Health's affirmative action policies and take into consideration the qualifications of the employees and the needs of the program or grant.

20.10 Members of the bargaining unit whose assignment authorizations are at least fifty (50) percent shall be entitled to written notice of layoff according to the following schedule:

After six (6) months....two (2) weeks
After one (1) year....six (6) weeks
After five (5) years....twelve (12) weeks
After ten (10) years....sixteen (16) weeks

In the event of elimination of a part-time position with an assignment authorization of less than fifty (50) percent, an employee who has been employed by UCONN Health for at least one (1) year, in a bargaining unit position, shall receive at least four (4) weeks notice of termination.

20.13 Dismissal for cause is not subject to the above schedule.

Article 21 – Benefits

Article 21 is in effect with the following addition:

Section 21.2 Medical and Other Benefits.

a. All medical insurance, longevity as modified by the OJE agreement and tuition waiver benefits currently in force at the time of this Agreement shall remain in force, except as follows:

Tuition Waiver: An employee whose assignment authorization is less than fifty (50) percent shall not be entitled to tuition waiver benefits.

Medical Benefits: Any employee who is hired on or after March 1, 1996, with an assignment authorization of less than fifty percent (50%) shall not be eligible for employer paid medical benefits. Any employee who is hired on or after March 1, 1996, with an assignment authorization of fifty percent (50%) or more and whose employment authorization subsequently drops below fifty percent (50%) for such time set forth in Section 1.4 shall not be eligible for employer paid medical benefits while working at the reduced level.

Effective until August 31, 2022, as used in this Agreement, “employer paid medical benefits” refers to the medical benefit plans available through, and the employer contribution rates specified in the agreement between the State and the coalition of State employee unions pursuant to Conn. Gen. Stat. Section 5-278(f). This Agreement is subject to any modification which may occur as the result of negotiations over that agreement between the State and the coalition of State employee unions pursuant to Conn. Gen. Stat. Section 5-278 (f).

Effective September 1, 2022, all Postdocs who previously elected a state health insurance plan will be automatically enrolled in the Connecticut Partnership Plan 1.0 with a chronic disease management program (“Partnership Plan”), with an employee premium share of 15%. All new hires on or after September 1, 2022, who elect health insurance will be enrolled in the Partnership plan and pay a premium share of 15%.

UConn Health and the UHP agree to review the Partnership Plan prior to the expiration of the current collective bargaining agreement which expires on June 30, 2025.

Article 23 – Miscellaneous

Article 23 is in effect except for the following modifications:

Section 23.6 is not in effect

Section 23.7 is modified as follows:

23.7 Research Assistants, Associates and Postdoctoral Fellows.

The parties agree that a letter describing conditions of appointment and funding will be given to new Research Assistants, Associates and University Postdoctoral Fellows by the Principal Investigator. Copies of this signed letter will be provided to the Union.

Section 23.8. University Postdoctoral Fellow positions are not eligible for this bonus.

Article 26 – Salary

Article 26 is replaced by the following language for University Postdoctoral Fellows:

Effective with the first pay period each July, the compensation for a University Postdoctoral Fellow shall be not less than the minimum pay guidelines established by the National Institute of Health (NIH) National Research Service Award (NRSA) zero level of experience stipend amount as may be amended from time to

time. The University Postdoctoral Fellow shall be moved to minimum pay guideline or the salary increase for such fiscal year whichever is greater.

Following the approval of this agreement, no University Postdoctoral Fellows shall be hired at less than the NIH's minimum pay guidelines for NRSA zero level of experience stipend amount as it may be adjusted from time to time.

Effective and retroactive to the pay period beginning July 2, 2021, each University Postdoctoral Fellow who is an active employee in the bargaining unit on the date the general assembly ratifies this agreement and was employed in that capacity at UConn Health since at least December 31, 2020, and who had not received an unsatisfactory evaluation, shall have their salary increased by two and one-half percent (2.5%).

As soon as practicable following general assembly approval of this agreement, all full time bargaining unit members on the payroll on March 31, 2022 shall receive a \$2,500 one-time lump sum payment, not added to base salary. All part-time bargaining unit members on the payroll on March 31, 2022 shall receive a pro-rata amount of the \$2,500 one-time lump sum payment, not added to base salary.

Effective in the pay period beginning July 1, 2022, each University Postdoctoral Fellow who has been employed in that capacity at UConn Health since at least December 31, 2021 and who has not received an unsatisfactory evaluation, shall have their salary increased by two and one-half percent (2.5%).

Effective July 15, 2022, all full time bargaining unit members shall receive a \$1,000 one-time lump sum payment, not added to base salary. All part-time bargaining unit members shall receive a pro-rata amount of the \$1,000 one-time lump sum payment, not added to base salary.

Effective in the pay period beginning July 14, 2023, each University Postdoctoral Fellow who has been employed in that capacity at UConn Health since at least December 31, 2022, and who has not received an unsatisfactory evaluation, shall have their salary increased by two and one-half percent (2.5%).

A Principal Investigator, in their sole discretion, shall continue to have the option of providing a salary increase over and above percentages specified in this Article for each University Postdoctoral Fellow provided that there is a grant that can support an additional increase.

Employees on the regular payroll who are twenty percent (20%) or more shall receive a prorated share of salary for time worked.

**The following new Article applies to University Postdoctoral Fellows:
Article 35 – Leave Time Provisions for University Postdoctoral Fellows**

University Postdoctoral Fellows employed by UCONN Health shall receive a leave time allotment of 30 days per year to cover vacation, personal and holiday time off needs for that calendar year. This allotment shall be credited on January 1st of each year to full-time Postdoctoral Fellows, and shall be pro-rated for those Postdoctoral Fellows hired after January 1st. Part-time Postdoctoral Fellows shall receive pro-rated leave time based on the percentage of employment indicated on their assignment authorization as of January 1st of each year (or as of date of hire). In no manner shall any of this leave time be accumulated or carried over from year to year or form any basis for payment at the end of the year or the postdoctoral appointment.

Postdoctoral Fellows must give notice to their mentor of their use of leave time in writing, at least two weeks prior to the use of such days except for emergencies, in which case notice shall be given as soon as possible. Their mentor shall respond in writing within one week. Except for emergencies, requests which have been approved shall be honored. Subject to the approval of the mentor, Postdoctoral Fellows shall be allowed to choose the time of their own vacation leave. Denials of Postdoctoral Fellow requests for leave time shall be based upon reasonable operational needs within the research program.

Memoranda of Agreement

The Memoranda of Agreement listed in the contract are in effect with the exception of the following:

Holidays for Part-Time Employees (pp.84)

Statewide “SCOPE” Agreement (pp.111)

“SCOPE” Agreement Addendum for UHP (pp.115).

The effective date for the leave time provisions in Articles 11 and 35 is May 1, 2004.

AGREEMENT

BETWEEN

THE STATE OF CONNECTICUT

AND

THE STATE COALITION ON PAY EQUITY PREAMBLE

The following agreement is reached pursuant to Connecticut General Statute 5-200c which requires that all inequities, including sex based inequities identified by the Objective Job Evaluation study be eliminated. The parties agree that equity is established based upon the new maximum salaries for each classification. This long standing legislative goal which originated based upon a 1979 review is hereby achieved. This agreement also allows all parties to determine the best method of preparing for the future role of state government. In particular, through this agreement, the parties affirm their commitment to ensuring that the personnel structure and the classification system appropriately address the needs of the public and its employees. Pursuant to that goal, the parties also have extended the Placement and Training Committee which has successfully provided a mechanism through which employees can make the transition from a declining area of employment to an area of service to the state.

GENERAL PROVISIONS SECTION ONE - JOINT COMMITTEE ON REDESIGNING

STATE EMPLOYMENT

- A. As soon as possible following legislative approval of this Agreement, a Joint Labor/Management Committee on Redesigning State Employment shall be convened. The committee shall have twelve members. The members shall include six members appointed by the Governor and six members selected by SEBAC. The committee shall have two co-chairpersons. One chairperson shall be selected from the appointees of the Governor and the other chairperson from those selected by SEBAC.
- B. The committee shall review the State's classification system and shall make recommendations to the General Assembly on April 1, 1995. The areas to be covered shall include, but not be limited to, reducing the overall number of classes; eliminating (to the extent possible) one incumbent classes; establishing career ladders that address the concerns of the Upward Mobility Committee and individual bargaining units; promoting flexibility in work assignments; genericizing classes/series; standardizing job specifications formatting/language; exploring new job designs that provide for better service delivery and increase job satisfaction; the role of unions

and management in job design; and the future role of the placement and training committee. The committee shall consult with the Upward Mobility Committee and bargaining units representatives as part of its review process.

SECTION TWO - MAINTENANCE OF THE PAY EQUITY SYSTEM.

A. There shall be a joint-labor management committee by bargaining unit to discuss the creation of all new or changed jobs within the bargaining unit.

B-F. (Does not apply to UCONN Health and the University Health Professionals.)

G. Job Design

The Willis system can be used to evaluate jobs in a variety of classification structures other than the traditional hierarchical structure. Individual bargaining units may negotiate clinical or diagonal job ladders, stipends, or other structures using a baseline evaluation for the "Working Level" job in the series.

SECTION THREE - PLACEMENT AND TRAINING COMMITTEE

A. The parties reaffirm their commitment to maximize employment opportunities for State employees and to mitigate the impact of layoffs which may occur.

B. Except as modified below, the parties agree to continue the placement and training program as provided for in SEBAC 3.

1. Funds not used in 1992-93 and 1993-94 shall be carried over into subsequent fiscal years.

2. The joint labor/management committee established under this Agreement to review the State's classification system shall make recommendations on the future role of the placement and training program.

3. An eligible employee who goes through the DAS placement process and who is qualified for a higher position which is vacant and which the State has decided to fill, shall have preference for employment over outside hires. An employee who takes a higher position under the DAS placement process shall be paid at a rate that provides for a promotion to the position.

4. An employee who takes a position in a lower salary grade as part of the placement or on-the-job-training process shall be paid at the rate within

the lower salary grade which is closest to but not more than the employee's current salary, but not to exceed the maximum.

5. If an agency decides not to fill a vacant funded position with an employee who is qualified to fill the position, then the Agency shall state the reasons for not filling position to the Commissioner of Administrative Services. The Commissioner of Administrative Services shall make the final decision as to whether the employee shall be placed into the vacant funded position. The provisions above which provide for the placement at the direction of the Commissioner of Administrative Services shall only apply to positions in the classified service and to unclassified positions in the Departments of Corrections, Social Services, Mental Retardation, Children and Families, Education and Services for Blind, Public Health and Addiction Services and Mental Health. Other employers and appointing authorities retain the right to determine whether an individual shall be appointed to the vacant funded position.

SECTION FOUR - EQUITY

A-E. (Does not apply to UCONN Health and the University Health Professionals.)

F. Shift, Weekend, or Overtime Differentials

Any classification currently eligible for overtime, weekend, or shift differential payments shall continue to be eligible for same upon the implementation of this Agreement. The purpose of this selection is to ensure that no employees' entitlement to overtime, shift, or weekend differentials, is diminished as a result of this pay equity agreement.

G. Working Conditions

All bargaining units shall be allowed to negotiate stipends for working condition issues.

H. Red Circled Classes

If a red-circled class has a parallel class which has been assigned Willis points, the Willis points shall apply to the red-circled class. Any upgrading that results from this Agreement shall take place concurrently with the implementation of this Agreement. No one in a red-circled class shall be downgraded as a result of this evaluation. If there is no parallel class, the red-circled class shall be evaluated by the Master Evaluation Committee. If there is an upgrading based on Willis points assigned to the job, it shall take place retroactive to the date of the implementation of this Agreement. No one in a red-circled class shall be downgraded as a result of this evaluation.

I. Recruitment and Retention

1. Recruitment and retention issues may be addressed in negotiations for a successor collective bargaining agreement in any collective bargaining unit.
2. During the term of a collective bargaining agreement, if either party believes a recruitment and retention issue exists which is not covered by the terms of the collective bargaining agreement, the parties will meet and discuss the issues and options for the resolution of the matter. To determine whether a recruitment and retention issue exists, the parties shall be guided by, but not limited to, the criteria set forth in Appendix
3. If the parties reach an agreement over recruitment and retention issues during the term of a collective bargaining agreement, any adjustments in pay shall be effective and implemented on the date specified by the parties.

J. Downgradings

No classification or individual shall be downgraded or red circled as a result of the implementation of the Objective Job Evaluation Study.

SECTION FIVE - LONG TERM EQUITY

In July 2005 a committee shall be convened which shall report on the status of pay equity. This report shall be made to the Governor, the General Assembly, and all state employee union representatives. This committee shall determine if any inequities based upon the race or gender of position incumbents has been reestablished. The committee shall be comprised of six appointees of the state employee bargaining agents, six appointees of the governor, and six appointees of the General Assembly.

SECTION SIX - DISPUTES AND ARBITRATION

A. Disputes Regarding General Provisions

1. There will be a labor-management review committee consisting of two representatives of the unions which are signatories to this Agreement, who shall be designated by the unions representing a majority of the bargaining units and a majority of state employees, and two representatives of the State employer.
2. Any dispute regarding the interpretation or application of the general provisions of the agreement may be submitted to the labor-management review committee, which shall meet to consider the dispute within two weeks of the union's request. If the dispute is not resolved, the matter

may be submitted to final and binding arbitration. The arbitrator shall be mutually agreeable to the parties. If the parties cannot agree to an arbitrator, one will be selected using the Voluntary Rules of the American Arbitration Association. The expenses for the arbitrator's services and for the hearing shall be shared equally by the parties.

B. Unit Specific Disputes

Disputes regarding the interpretation or application of this agreement to a specific bargaining unit shall be grieved under that bargaining unit's collective bargaining agreement.

SECTION SEVEN - DURATION

This agreement shall be effective upon approval by the Connecticut General Assembly.

This agreement shall continue in full force and effect unless modified by mutual agreement of the parties or by individual bargaining agreements which specifically provide for a supersedence of the coalition agreement.

**AGREEMENT CONCERNING
IMPLEMENTATION OF OBJECTIVE JOB EVALUATION
AND
ADDENDUM FOR THE SCOPE AGREEMENT UCONN HEALTH

AND
UNIVERSITY HEALTH PROFESSIONALS**

Upon ratification by the University of Connecticut Board of Trustees and the University Health Professionals, Local 3837, AFT/CFEPE/ AFL-CIO (the "Union"), and approval by the Connecticut General Assembly, using funds provided by the State of Connecticut in accordance with C.G.S. 5-200c, "Funds for Elimination of Wage Inequities in State Service," UCONN Health agree to the following:

LONGEVITY

Effective with the April 1994 longevity payment, the following shall be the schedule of increments for longevity payments:

GRADE	LONGEVITY AMOUNT FOR 25 YEARS OF SERVICE*
1 AND 2	\$490
3 AND 4	\$550
5 AND 6	\$610
7 AND 8	\$670
9 AND 10	\$730
11 AND 12	\$790
13 AND 14	\$850
15 AND 16	\$910
17 AND 18	\$970
19 AND 20	\$1,030
21 AND 22	\$1,090

*Longevity payments shall be made twice per year based on effective dates of April 1 and October. The above are the payments made twice per year to employees with 25 years of service.

Employees with fewer years of service shall receive partial payments twice per year as follows:

- 20 years or more - 3/4
- 15 years or more - 1/2
- 10 years or more - 1/4

No employee first hired on or after July 1, 2011 shall be entitled to a longevity payment; provided however, any individual hired on or after said date who shall have military service which would count toward longevity under current rules shall be entitled to longevity if they obtain the requisite service in the future.

WORK WEEK

- A. Effective February 4, 1994, any person hired to work full time must work forty (40) hours per week.
- B. Employees hired prior to February 4, 1994 who were hired in their current positions as full time employees but are working between thirty-five (35) and forty (40) hours per week shall continue to be considered full time so long as they remain in their current positions or in the same function in the same department; provided, however, that their pay shall be adjusted in accordance with C below. UCONN Health and the Union shall identify and agree to a list of these employees and only the identified employees shall be covered by this paragraph B.
- C. It is understood that the salary schedule which results from OJE negotiations reflects a forty-hour full time employee's salary and all employees working less than forty (40) hours per week shall have their pay adjusted accordingly.

CLASSIFICATION SYSTEM

The existing UCONN Health job titles for bargaining unit employees shall be abolished and all employees shall be placed in one of the new titles of the classification system developed through the OJE study.

Job descriptions developed pursuant to the Objective Job Evaluation study shall be effective upon legislative approval of this agreement.

TIER STATUS

The Human Resources Department ("HRD") shall evaluate each title and place it in Tier 1, or Tier II, based on HRD's determination as to whether the job is exempt or non-exempt under state and federal wage and hour laws. HRD shall notify the Union of its proposed designation for each title, and provide the Union with an opportunity to comment, for a period of two (2) weeks, prior to making a final determination. Any employee whose status will be changed as a result of this determination shall be given notice in writing.

Tier I-A shall be eliminated and all current Tier I-A employees shall immediately be placed in Tier II. Such current employees shall continue to accrue vacation at the Tier I rate provided that they remain in their current job title. An employee who was designated Tier I-A immediately prior to the date of the approval of this Agreement in continuous employment who is promoted or transfers to a position that had a Tier I-A designation immediately prior to the date of approval of this contract and is grandparented for vacation shall continue to be grandparented while holding the promotion or transfer position that was also Tier I-A. (Effective 10-21-22)

Individual employees grandparented in a different Tier than the appropriate classification Tier shall not be used to determine whether or not the classification is appropriately covered by FLSA.

RATING COMMITTEE

There shall be a Rating Committee established to evaluate jobs in accordance with the Willis point system and to hear appeals concerning reclassification and reevaluation.

The Committee shall have a total of six members: two representatives of UCONN Health, two representatives of the Union, and the President of the Union and the Assistant Vice President for Human Resources, or their designees. Each party shall appoint four (4) individuals who are trained and experienced in rating jobs under the Willis system to serve on the Committee--two members will be chosen for each meeting.

All members of the Rating Committee must have received training in following areas:

- A. The classification system and how classes are used at UCONN Health;
- B. the Willis job evaluation system.

In reviewing a request for reclassification or reevaluation of a job, the Committee shall review the job specification(s) and other relevant information. The Committee shall evaluate a job based on the existing duties of the position or job specification. The Committee may supplement written materials with interviews of the employee(s) and management.

The Rating Committee shall meet and make a decision within thirty (30) days of a request for a rating or a reclassification appeal.

In the event that the Rating Committee cannot reach consensus on the points assigned to a job or on a reclassification or reevaluation appeal, the matter shall be referred to the Vice President or designee, whose decision shall be final.

(Consensus shall require that at least four of the six members of the Committee are in agreement.) The designee of the Vice-President shall not be a member of the Rating Committee. Prior to making a final decision, the Vice-President or designee shall meet with one representative of each party to hear their respective positions on the issue(s). The Vice-President or designee shall make a decision within thirty (30) days of the date of the submission to him/her.

For the purpose of this provision, "days" shall be defined as Monday through Friday, excluding holidays.

Ratings of jobs shall not be subject to grievance or arbitration procedures. Reclassification of positions shall not be subject to the grievance or arbitration procedure.

The Rating Committee has no authority to make changes in duties.

No member of the Rating Committee shall discuss with an employee(s) (bargaining unit or non-bargaining unit) the content of the Rating Committee's discussions about a particular case. There shall be a written summary of the reasons for the Committee's decision. A copy of the summary shall be given to the department head and the Union and, in a reclassification appeal, to the employee.

CREATION OF NEW JOBS

There shall be a Labor/Management Committee established to discuss the creation of all new or changed jobs within the bargaining unit.

For new jobs which are not included in the classification system, the Human Resources Department shall develop a job specification based on the duties expected to be performed. This job description shall be reviewed with the department and the Union. The job specification and other pertinent information will be referred to the Rating Committee for evaluation under the Willis system.

The parties recognize that it is difficult to properly evaluate the salary grade placement of new positions without complete job content information. Accordingly, once an incumbent in a new job has been performing in the position for at least six (6) months, a questionnaire will be completed and the position will be reviewed by the Human Resources Department and the Rating Committee to ensure consistency of application of the job evaluation system. The Rating Committee process shall be as set forth above.

If the six-month review results in a reduction in the salary grade applicable to the job, the incumbent shall be moved to that step in the lower grade which is at least equal to her/his original salary. If there is no step in the lower grade which is at least equal to her/his original salary, the employee shall not have her/his salary reduced, shall receive general wage increases, and shall be placed on the

appropriate step in the lower salary grade at such time as there is a step placement which will not result in a reduction in pay.

If the six-month review results in an increase in the salary grade applicable to the job, the increase shall be effective the pay period following completion of the review by the Rating Committee. The employee shall be placed on the step in the new salary grade which is closest to but not less than the salary prior to the increase.

POSITION RECLASSIFICATION AND SUBSTANTIAL CHANGES IN EXISTING JOBS

- A. If an employee believes that they are not properly classified, that their duties have changed substantially, such employee may submit a request for review of the duties through the department head to the Associate/Assistant Vice President, Dean or Hospital Director, who shall make a decision as follows:
- a. to recommend reclassification to HRD; or
 - b. to remove the duties which are not within the employee's job specification; or
 - c. to deny any change.

If the employee disagrees with the decision of the Associate/Assistant Vice President, Dean or Hospital Director, the employee may appeal the decision through the Union.

- B. If the department recommends reclassification or the Union decides to pursue the appeal, either may submit to the Human Resources Department a request for reclassification, or for a job specification change or for a review of the points assigned to the job. Such request shall include the present classification, the proposed classification or job specification changes and a justification for the reclassification or other action requested.
- C. The Human Resources Department will audit the position or classification and issue a written determination within forty-five (45) days from receipt of the request. The Human Resources Department will send a copy of its report to the Union at the time it is issued.
- D. Whenever UCONN Health implements changes in job specifications or changes in the duties assigned to a job classification, the Union may submit views, data and information on the question of whether or not the change in duties may result in a change in assigned points.

- E. In the event that the Union disagrees with the decision of the Human Resources Department under B, C, or D above, the Union may file an appeal within fifteen (15) days from the date of receipt of the Human Resources Department determination to the Rating Committee.
- F. Any change in title or compensation shall be effective the pay period following the date of submission to Human Resources Department under B above or the implementation of changes under D above.

TEMPORARY ASSIGNMENT TO HIGHER CLASSIFICATIONS

An employee who is assigned the duties of a higher level classification on an acting basis shall be temporarily reclassified to the classification of the higher level position, provided that the assignment is expected to or in fact does last a minimum of three (3) months. (The three-month rule may be waived by mutual agreement of HRD and the Union.) The department shall give notice of the assignment to HRD, with a copy to the Union, in advance of the effective date, except in any emergency in which case notice shall be given within five (5) working days. Any change in compensation shall be effective the pay period following the date of the assignment.

CERTIFICATION PAYMENTS

Certification payments shall not be changed as the result of this agreement. The parties agree to meet and agree to a memorandum of agreement listing certification bonuses or other payments and the criteria for receipt.

DENIAL OF INCREASES

An employee whose performance is less than satisfactory may be denied any step increase negotiated by UCONN Health and the Union. Less than satisfactory performance shall not be the basis for denial of any general wage increase negotiated by UCONN Health and the Union.

SIDE LETTER

By entering into this Agreement, UCONN Health is not waiving any of the provisions of Article 4, Board Prerogatives, of the contract.

It is the present intent of UCONN Health to continue the classification structure recommended by the OJE study. If this new classification structure is discontinued at any time in the future, UCONN Health shall bargain with the Union to the extent required by law.

APPENDIX I MERIT CRITERIA

A. Management/Administrative Achievements

1. Human Relations Skills (this would include such things as an individual's ability to work with other professionals, and/or clients, leadership skills, ability to motivate staff/or clients, encourages employees' career development and similar skills);
2. Technical Skills (this would include such things as the ability to segment the job into workable units, establish procedures and integrate them into a workable system, work under unusual stress or pressure, and/or above normal workload and/or without direction);
3. Conceptual Skills (this might include the ability to anticipate new techniques or applications that might improve how work is handled or which would increase the volume of work);

B. Patient Care Activities (this might include special recognition by patients or clinical recognition by peers for outstanding patient care; it might also include activities which result in significant improvement in patient care methods or prevention of serious problems);

C. Professional Service/Knowledge/Dependability (this category might include an employee's international, national, local or state professional organization work as well as any other professional service, either external or internal to UCONN Health);

Professional Growth (this would include the demonstrated initiative to learn new techniques, teach courses, seminars, or workshops, give in-service training, write books or journal articles and attend professional meetings):

Dependability (this would include the employee's willingness to work "cover" time, holidays, on-call time, to accept special projects or unattractive jobs);

D. Special projects (please identify the special project and its impact);

E. Other meritorious activities (be specific).

SIDE LETTER, OJE REVIEW

The parties agree as follows:

1. To establish a joint committee to review the State's current OJE process resulting from SEBAC 2011.
2. To review and make recommendations for an alternative job evaluation program to replace the current OJE process. Individual job classifications would be excluded from the recommendations and continue to follow the reclassification process.

If the parties reach an agreement to implement a process similar to the State's current OJE process resulting from SEBAC 2011, the agreement will include a process for the review of job classifications on a schedule not to exceed five years. Single incumbent job classifications are excluded from the five year review. The parties agree to engage in the above referenced process with the goal of reaching an agreement on a recommendation by June 30, 2023. In the absence of an agreement, the existing provisions of the collective bargaining agreement for OJE remain in effect.

By entering into this Agreement, UConn Health is not waiving any of the provisions of Article 4 Board Prerogatives, of the contract.

Original signed 03/07/22)

SIDE LETTER- Radiology Precepting

UConn Health agrees to evaluate the development of a preceptor training program and precepting program for Radiologic Technologists (as designated by UCH) and will make a recommendation on whether such program is appropriate for and to the benefit of UConn Health. The evaluation process shall include input from subject matter experts, including Radiology Department staff. UConn Health will discuss its recommendation with UHP prior to issuing the recommendation. UConn Health agrees that it will issue its recommendation(s) on or before December 31, 2023. If UConn Health determines that a preceptor program should be implemented for Radiologic Technologists, any Radiologic Technologist trained as a preceptor will receive \$1.00 an hour for all hours spent precepting. There shall be no pyramiding of preceptor pay. The preceptor program will include a description of what constitutes precepting and excludes general orientation, EPIC training, and training of new employees. The hourly rate applies regardless of the number of preceptees.

Original signed 03/10/22

UCONN HEALTH UHP SALARY TITLES AND SALARY GROUPS

<u>Class Code</u>	<u>Payroll Title</u>	<u>Salary Group</u>	<u>Class Code</u>	<u>Payroll Title</u>	<u>Salary Group</u>
8981	Academic Computing Specialist 1	4	0860	Clinical Case Manager	11*
8982	Academic Computing Specialist 2	6	0617	Clinical Coordinator 1	5
8983	Academic Computing Specialist 3	8	1193	Clinical Coordinator 2	8
9269	Academic Curriculum Coordinator	10	1052	Clinical Documentation Specialist	8
0601	Accounts Receivable Collector	3	1440	Clinical Documentation Supervisor	11
5595	Administrative & Clinical Research Coordinator	8	0999	Clinical Engineer	12
9605	Administrative & Clinical Systems Coordinator	8	0806	Clinical Laboratory Supervisor	9
9584	Administrative & Medical Specialty Technician	6	1021	Clinical Nurse Specialist	13*
0657	Administrative Fiscal Assistant	5	0805	Clinical Nurse Supervisor	9
			0616	Clinical Office Assistant	3
0606	Administrative Officer	8	4130	Clinical Pastoral Education Program Specialist	10
0602	Administrative Program Assistant 1	2	1580	Clinical Patient Navigator	9
0603	Administrative Program Assistant 2	4	9622	Clinical Perfusionist	22*
0607	Administrative Program Coordinator	7	8156	Clinical Perfusionist Coordinator	22*
1088	Administrative Supervisor, Nursing	12*	0630	Clinical Practice Manager 1	10
1332	Application Analyst 1	11	9620	Clinical Practice Manager 2	11
1333	Application Analyst 2	13	8162	Clinical Program Coordinator	12
1334	Application Analyst 3	14	1345	Clinical Radiologic Supervisor	11*
4156	Application Architect	14	4141	Clinical Research Assistant 1	4
4153	Application Developer 1	7	4142	Clinical Research Assistant 2	6
4154	Application Developer 2	10	4143	Clinical Research Assistant 3	8
4155	Application Developer 3	13	4144	Clinical Research Associate 1	10
3724	Architectural/Electrical Designer	8	4145	Clinical Research Associate 2	13
0641	Art Designer	7	1635	Clinical Research Technician	3
4131	Assistant Director, Campus Planning, Design & Construction	15	9626	Clinical Simulation Center Coordinator	7
3647	Assistant Director, Design Services	15	9618	Clinical Systems/Informatics Analyst	11
1431	Assistant Director, Facilities Business Services	14	1434	Coding & Documentation Integrity Manager	13
1424	Assistant Director, Facilities Maintenance & Operations	14	0620	Coding Reimbursement Specialist	3
4282	Assistant Director, Laboratory Animal Care	13	0795	Coding Trainer	8
0027	Assistant Director, Logistics Management	14	0621	Communications Specialist	10
9653	Assistant Director, Multimedia Services	13	4945	Community Based Education Specialist	7
5122	Assistant Director, Procurement Systems	14	8290	Community Health Program Supervisor	11
9566	Assistant Director, Supply Chain Operations	14	3646	Community Health Specialist	7
8547	Assistant Director, Unified Communications	14	3645	Community Health Worker	5
0754	Assistant Nursing Manager	**	9666	Computed Tomography Technologist 1	6*
0763	Assistant Radiation Safety Officer	8	8927	Computed Tomography Technologist 2	07*
0611	Associate Editor	6	9391	Cost Accounting Analyst	9
1583	Athletic Trainer	5	1361	Credentialed Trainer	6
1237	Audio Visual Specialist	11	4124	Cytotechnologist	9
4455	Autopsy/Pathology Technician	5	0807	Dental Auxiliary Instructor	5
9270	Behavioral Health Program Manager	13	0808	Dental Hygienist	5
5119	Biological Safety Officer	12	8546	Dental Simulation Lab Coordinator	7
1019	Biomedical Communication Supervisor	7	4147	Desktop Technician 1	4
4946	Biomedical Technician 1	4	4148	Desktop Technician 2	7
0997	Biomedical Technician 2	7	0802	Diabetes Education Program Coordinator	13
2789	Biomedical Technician Specialist	9	9590	Diabetes Educator	9
0528	Bone Densitometry Technologist	07*	0992	Diagnostic Medical Sonographer	07*
0615	Budget Analyst	7	9663	Diagnostic Medical Sonography Technologist 1	6*
4116	Budget & Financial Specialist -Clinical Trials	10	8929	Diagnostic Medical Sonography Technologist 2	7*
0792	Business Services Manager	10	0811	Diagnostic Radiologic Technologist	05*
4139	Business System Analyst	11	0840	Education & Development Specialist	9
0813	Cardiac/Vascular Sonographer	09*	9399	Education Technology Trainer	11
0765	Cardiac Testing Technician	3	1005	Electrical Engineer	12
1182	Cardiovascular Technologist 1	5*	0816	Embalmer Coordinator	8
4128	Cardiovascular Technologist 2	6*	1365	Emergency Department Admissions Specialist	3
0766	Cast Technician	4	0642	Employee Assistance Counselor	8
0801	Chaplain	8	0779	Environmental Health & Safety Specialist	10
4465	Chemical Safety Officer	11	4117	Epic Training Coordinator	12
0625	Childcare Head Teacher	5	0580	Ergonomist	13
1065	Childcare Teacher	2	1037	Executive Assistant	6
0616	Clinic Office Assistant	2	9288	Finance Manager	14

<u>Class Code</u>	<u>Payroll Title</u>	<u>Salary Group</u>	<u>Class Code</u>	<u>Payroll Title</u>	<u>Salary Group</u>
9390	Finance Manager – Sponsored Programs	12	8926	Mammography Technologist 2	07*
0624	Financial Aid Officer	7	0752	Materials Management Supervisor	9
0658	Fiscal Assistant	2	0827	Medical Assistant	3
9446	Fiscal Coordinator	7	9266	Medical Dosimetrist	16*
0605	Fiscal Supervisor	10	0830	Medical Laboratory Technician	4
1229	Healthcare Data Analyst	9	0666	Medical Materials Management Supervisor	6
4125	Histologic Technician	4	0667	Medical Records Coding Technician 1	3
4127	Histology Supervisor	9	1242	Medical Records Coding Technician 2	5
4126	Histotechnologist	8	0668	Medical Records Supervisor	6
4194	Human Resources Assistant	2	0831	Medical Technologist 1	6
4193	Human Resources Associate	4	0832	Medical Technologist 2	8
8555	Infection Control Specialist 1	9	0833	Mental Health Clinician	9
1183	Infection Control Specialist 2	13	0834	Mobile Intensive Care Coordinator/Supervisor	11
9271	Informatics Pharmacist	17*	1026	Multimedia Specialist 1	4
4545	Information Specialist	4	1027	Multimedia Specialist 2	7
9276	Information Technology Manager	15	8552	Neonatal Specialist/Respiratory Care	8
0555	Information Technology Project Manager	16*	1025	Network Telecommunications Specialist	7
4152	Infrastructure Architect	14	1057	Neurodiagnostic Technologist	4
4415	Instructional Design Specialist	12	9403	Neurosurgical Physician Assistant	17*
8984	Instructional Technology Specialist	10	0836	Nuclear Medicine Technologist	08*
0725	Interpreter [Deaf and Hard of Hearing]	6	0837	Nurse Anesthetist	22*
0260	Interpreter Services Coordinator	10	0835	Nurse Practitioner	16*
8939	Interventional/Special Procedures Radiologic Technologist	07*	0842	Occupational Therapist 1	6
0820	Investigational Drug/Medication Safety Pharmacist	17*	0843	Occupational Therapist 2	8
0994	Laboratory Animal Technical Services Specialist	6	0988	Occupational Therapy Supervisor	11
8160	Lactation Nurse	10	6000	Operations Manager, Facilities Services	12
8161	Lactation Team Lead	11	0844	Ophthalmology Technician	3
4140	Lead Cardiac/Vascular Sonographer	10*	0877	Oral & Maxillofacial Radiology Clinic Supervisor	8
1439	Lead Coder Trainer	9	5121	Pathologists' Assistant	13
1829	Lead Computed Tomography Technologist	08*	9307	Patient Access Representative	3
4120	Lead Cytotechnologist	10	8165	Patient Instructor Trainer	7
8289	Lead Diagnostic Medical Sonographer	08*	0672	Patient Services Representative	3
8932	Lead Diagnostic Medical Sonography Technologist	08*	0671	Patient Services/ Accounts Coordinator	5
1366	Lead Emergency Department Admissions Specialist	4	1233	Payroll Coordinator	5
1828	Lead Interventional/Special Procedures Technologist	08*	0878	Pharmacist	16*
9672	Lead Magnetic Resonance Imaging Technologist	8*	0879	Pharmacy Clinical Coordinator	18*
8931	Lead –Mammography Technologist	08*	6196	Pharmacy Quality Specialist	9
0662	Lead Medical Records Coding Technician	6	0881	Physical Therapist 1	6
9006	Lead Neurosurgical Physician Assistant	17*	0882	Physical Therapist 2	8
0987	Lead Nuclear Medicine Technologist	09*	0883	Physical Therapy Assistant	5
4159	Lead Nurse Practitioner	16*	0884	Physician Assistant	16*
2790	Lead Ophthalmology Technician	4	1468	Planning Specialist	8
4462	Lead Pathologists' Assistant	14	0886	Poison Information Specialist	8
2624	Lead Patient Services Representative	4	9444	Practice Relations Liaison	7
4158	Lead Physician Assistant	16*	1020	Preclinical Education Specialist	5
0826	Lead Radiologic Technologist	08*	1359	Principal Trainer	11
9405	Legal Contract Specialist 1	8	5120	Procurement Contract Specialist	12
9406	Legal Contract Specialist 2	11	9280	Procurement Financial Officer	8
9407	Legal Contract Specialist 3	13	9000	Program Manager	9
8996	Librarian 1	7	9621	Project Manager 1, Campus Planning	12
8997	Librarian 2	8	9619	Project Manager 2, Campus Planning	15
8998	Librarian 3	10	4119	Project Manager 3, Campus Planning	16
1066	Librarian 4	13	8288	Pulmonary Coordinator	8
0663	Library Technician 1	4	0887	Pulmonary Function Specialist	5
0664	Library Technician 2	6	0880	Purchasing & Inventory Specialist	7
9673	Magnetic Resonance Imaging Technologist 1	6*	0888	Quality Assurance Specialist	10*
9671	Magnetic Resonance Imaging Technologist 2	7*	9265	Radiation Therapy Technologist	09*
8922	Mammography Technologist 1	6*	9264	Radiation Therapy Supervisor	11*

Class	Payroll Title	Salary
Code		Group
8549	Registrar	09
0891	Rehabilitation Coordinator	11
5273	Rehabilitation Services Operations Manager	14
0990	Rehabilitation Services Supervisor	11
4132	Reimbursement Analyst 1	07
4133	Reimbursement Analyst 2	11
1030	Research Analyst	06
1031	Research Assistant 1	04
6831	Research Assistant 2	06
6832	Research Assistant 3	08
6833	Research Associate 1	10
6834	Research Associate 2	13
8977	Research Compliance Monitor 1	09
8978	Research Compliance Monitor 2	11
1032	Research Data Base Manager	08
0892	Research Facilitator	10
4161	Research Nurse	07
7785	Research Safety Specialist 1	07
7786	Research Safety Specialist 2	08
9131	Research Technician	01
9299	Safety & Quality Assurance Officer	09
0982	Social Work Supervisor	11
0894	Social Worker 1	07
0981	Social Worker 2	09
0984	Specialized Dental Laboratory Technician	06
5598	Speech Pathologist	10
8959	Sponsored Programs Specialist	12
8550	Staff Accountant 1	06
0600	Staff Accountant 2	07
8551	Staff Accountant 3	09
0985	Staff Nurse CN1	06*
0665	Staff Nurse CN2	07*
0804	Staff Nurse CN2 - Outpatient	07*
0669	Staff Nurse CN3	08*
0991	Staff Nurse CN3 - Outpatient	08*
0670	Staff Nurse CN4	09*
8979	Staff Nurse - CN4 - Outpatient	09*
6846	Student Affairs Officer	10
0755	Supervising Accountant	12
1436	Supervisor, Clinical Case Management	13*
1232	Supervisor, Medical Coding & Training	08
9306	Supervisor, Patient Access	08
0757	Supervisor, Patient Services/Accounts	08
9591	Supervisor, Sterile Processing & Distribution	08
0841	Supply Coordinator	04
1023	Systems Coordinator	05
9481	Systems Manager	13
4149	Technical Analyst 1	08
4150	Technical Analyst 2	10
4151	Technical Analyst 3	11
9287	Telecommunications Analyst/Coordinator	11
1053	Therapeutic Recreation Specialist	08
9586	Training/Quality Assurance Coordinator	06
4122	Training Specialist	11
1029	Visual Media Designer	04
9303	Web Communication Officer 1	07
9304	Web Communication Officer 2	10
0618	Web & Marketing Associate	07
8989	Wound & Ostomy Nurse	10
0616	Clinic Office Assistant	2

* classification market adjusted

** based on clinical nurse ladder

Nursing Job Title Market Adjustment as of 7/15/22

<u>Class Code</u>	<u>Job Title</u>	<u>Salary Grade</u>
0985	Staff Nurse CN1	08
0665	Staff Nurse CN2	09
0804	Staff Nurse CN2 Outpatient	09
0669	Staff Nurse CN3	10
0991	Staff Nurse CN3 Outpatient	10
0670	Staff Nurse CN4	11
8979	Staff Nurse CN4 Outpatient	11
1088	Administrative Supervisor, Nursing	14
4158	Lead Physician Assistant	18
4159	Lead Nurse Practitioner	18
0884	Physician Assistant	18
0835	Nurse Practitioner	18
9006	Lead Neurosurgical Physician Assistant/Nurse Practitioner	18
9403	Neurosurgical Physician Assistant/Nurse Practitioner	18
	Assistant Nurse Manager	\$8320 Annual Stipend

Radiology Job Titles Market Adjustment as of 11/18/2022

<u>Class Code</u>	<u>Job Title</u>	<u>Salary Grade</u>
0528	Bone Densitometry Technologist	08
0813	Cardiac/Vascular Sonographer	10
1182	Cardiovascular Technologist 1	06
4128	Cardiovascular Technologist 2	07
1345	Clinical Radiologic Supervisor	12
8927	Computed Tomography (CT) Tech 2	08
9666	Computed Tomography (CT) Tech 1	07
0992	Diagnostic Medical Sonographer	08
0811	Diagnostic Rad Tech	06
9663	DM Sonography Tech 1	07
8929	DM Sonography Tech 2	08
8939	Interventional/Spec Procedures Tech	08
9672	Ld Mag Resonance Imaging Tech	09
4140	Lead Cardiac/Vascular Sonographer	11
1829	Lead Computed Tomography Tech	09
8932	Lead Diagnostic Medical Sonography Tech	09
8289	Lead Diagnostic Sonographer	09
1828	Lead Interventional/SP Tech	09
8931	Lead Mammography Tech	09
0987	Lead Nuclear Med Tech	10
0826	Lead Radiologic Technologist	09
9671	Mag Resonance Imaging Tech 2	08
9673	Mag Resonance Imaging Tech 1	07
8922	Mammography Technologist 1	07
8926	Mammography Technologist 2	08
0836	Nuclear Medicine Technologist	09
9264	Radiation Therapy Supervisor	12
8265	Radiation Therapy Technologist	10

UConn Health
UHP 40 hr/wk Payplan Effective 7/2/2021 (UH)

Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	ANNUAL	42,245	43,638	44,970	46,342	47,715	49,046	50,419	51,792	53,123	54,475
	BIWEEKLY	1,624.80	1,678.40	1,729.60	1,782.40	1,835.20	1,886.40	1,939.20	1,992.00	2,043.20	2,095.20
	HRLY	20.31	20.98	21.62	22.28	22.94	23.58	24.24	24.90	25.54	26.19
2	ANNUAL	45,947	47,528	49,088	50,648	52,208	53,789	55,328	56,909	58,469	60,050
	BIWEEKLY	1,767.20	1,828.00	1,888.00	1,948.00	2,008.00	2,068.80	2,128.00	2,188.80	2,248.80	2,309.60
	HRLY	22.09	22.85	23.60	24.35	25.10	25.86	26.60	27.36	28.11	28.87
3	ANNUAL	50,024	51,771	53,477	55,203	56,950	58,635	60,362	62,109	63,835	65,562
	BIWEEKLY	1,924.00	1,991.20	2,056.80	2,123.20	2,190.40	2,255.20	2,321.60	2,388.80	2,455.20	2,521.60
	HRLY	24.05	24.89	25.71	26.54	27.38	28.19	29.02	29.86	30.69	31.52
4	ANNUAL	54,350	56,202	58,053	59,904	61,776	63,648	65,520	67,350	69,264	71,094
	BIWEEKLY	2,090.40	2,161.60	2,232.80	2,304.00	2,376.00	2,448.00	2,520.00	2,590.40	2,664.00	2,734.40
	HRLY	26.13	27.02	27.91	28.80	29.70	30.60	31.50	32.38	33.30	34.18
5	ANNUAL	58,739	60,778	62,754	64,730	66,747	68,723	70,699	72,696	74,693	76,648
	BIWEEKLY	2,259.20	2,337.60	2,413.60	2,489.60	2,567.20	2,643.20	2,719.20	2,796.00	2,872.80	2,948.00
	HRLY	28.24	29.22	30.17	31.12	32.09	33.04	33.99	34.95	35.91	36.85
6	ANNUAL	63,274	65,395	67,538	69,597	71,698	73,840	75,899	78,000	80,122	82,202
	BIWEEKLY	2,433.60	2,515.20	2,597.60	2,676.80	2,757.60	2,840.00	2,919.20	3,000.00	3,081.60	3,161.60
	HRLY	30.42	31.44	32.47	33.46	34.47	35.50	36.49	37.50	38.52	39.52
7	ANNUAL	67,808	70,054	72,238	74,485	76,669	78,894	81,120	83,346	85,550	87,755
	BIWEEKLY	2,608.00	2,694.40	2,778.40	2,864.80	2,948.80	3,034.40	3,120.00	3,205.60	3,290.40	3,375.20
	HRLY	32.60	33.68	34.73	35.81	36.86	37.93	39.00	40.07	41.13	42.19
8	ANNUAL	72,280	74,651	76,981	79,310	81,661	83,970	86,278	88,608	90,979	93,288
	BIWEEKLY	2,780.00	2,871.20	2,960.80	3,050.40	3,140.80	3,229.60	3,318.40	3,408.00	3,499.20	3,588.00
	HRLY	34.75	35.89	37.01	38.13	39.26	40.37	41.48	42.60	43.74	44.85
9	ANNUAL	76,648	79,123	81,619	84,074	86,528	89,003	91,478	93,912	96,366	98,821
	BIWEEKLY	2,948.00	3,043.20	3,139.20	3,233.60	3,328.00	3,423.20	3,518.40	3,612.00	3,706.40	3,800.80
	HRLY	36.85	38.04	39.24	40.42	41.60	42.79	43.98	45.15	46.33	47.51
10	ANNUAL	80,954	83,512	86,112	88,733	91,354	93,933	96,595	99,195	101,774	104,416
	BIWEEKLY	3,113.60	3,212.00	3,312.00	3,412.80	3,513.60	3,612.80	3,715.20	3,815.20	3,914.40	4,016.00
	HRLY	38.92	40.15	41.40	42.66	43.92	45.16	46.44	47.69	48.93	50.20
11	ANNUAL	85,051	87,797	90,563	93,309	96,096	98,862	101,650	104,416	107,162	109,970
	BIWEEKLY	3,271.20	3,376.80	3,483.20	3,588.80	3,696.00	3,802.40	3,909.60	4,016.00	4,121.60	4,229.60
	HRLY	40.89	42.21	43.54	44.86	46.20	47.53	48.87	50.20	51.52	52.87
12	ANNUAL	89,024	91,936	94,890	97,843	100,797	103,730	106,725	109,574	112,549	115,482
	BIWEEKLY	3,424.00	3,536.00	3,649.60	3,763.20	3,876.80	3,989.60	4,104.80	4,214.40	4,328.80	4,441.60
	HRLY	42.80	44.20	45.62	47.04	48.46	49.87	51.31	52.68	54.11	55.52
13	ANNUAL	92,872	96,013	99,154	102,253	105,394	108,555	111,675	114,795	117,894	121,035
	BIWEEKLY	3,572.00	3,692.80	3,813.60	3,932.80	4,053.60	4,175.20	4,295.20	4,415.20	4,534.40	4,655.20
	HRLY	44.65	46.16	47.67	49.16	50.67	52.19	53.69	55.19	56.68	58.19
14	ANNUAL	96,678	99,986	103,314	106,642	109,970	113,298	116,605	119,933	123,282	126,589
	BIWEEKLY	3,718.40	3,845.60	3,973.60	4,101.60	4,229.60	4,357.60	4,484.80	4,612.80	4,741.60	4,868.80
	HRLY	46.48	48.07	49.67	51.27	52.87	54.47	56.06	57.66	59.27	60.86
15	ANNUAL	100,360	103,875	107,411	110,947	114,483	118,019	121,555	125,070	128,606	132,122
	BIWEEKLY	3,860.00	3,995.20	4,131.20	4,267.20	4,403.20	4,539.20	4,675.20	4,810.40	4,946.40	5,081.60
	HRLY	48.25	49.94	51.64	53.34	55.04	56.74	58.44	60.13	61.83	63.52
16	ANNUAL	104,104	107,848	111,550	115,274	118,997	122,741	126,485	130,229	133,952	137,675
	BIWEEKLY	4,004.00	4,148.00	4,290.40	4,433.60	4,576.80	4,720.80	4,864.80	5,008.80	5,152.00	5,295.20
	HRLY	50.05	51.85	53.63	55.42	57.21	59.01	60.81	62.61	64.40	66.19
17	ANNUAL	108,784	112,715	116,667	120,578	124,509	128,419	132,371	136,282	140,234	144,165
	BIWEEKLY	4,184.00	4,335.20	4,487.20	4,637.60	4,788.80	4,939.20	5,091.20	5,241.60	5,393.60	5,544.80
	HRLY	52.30	54.19	56.09	57.97	59.86	61.74	63.64	65.52	67.42	69.31
18	ANNUAL	113,901	118,165	122,408	126,630	130,853	135,096	139,318	143,562	147,784	152,027
	BIWEEKLY	4,380.80	4,544.80	4,708.00	4,870.40	5,032.80	5,196.00	5,358.40	5,521.60	5,684.00	5,847.20
	HRLY	54.76	56.81	58.85	60.88	62.91	64.95	66.98	69.02	71.05	73.09
19	ANNUAL	119,475	123,989	128,523	133,016	137,613	142,126	146,682	151,216	155,771	160,306
	BIWEEKLY	4,595.20	4,768.80	4,943.20	5,116.00	5,292.80	5,466.40	5,641.60	5,816.00	5,991.20	6,165.60
	HRLY	57.44	59.61	61.79	63.95	66.16	68.33	70.52	72.70	74.89	77.07
20	ANNUAL	125,403	130,416	135,450	140,504	145,558	150,550	155,605	160,659	165,714	170,747
	BIWEEKLY	4,823.20	5,016.00	5,209.60	5,404.00	5,598.40	5,790.40	5,984.80	6,179.20	6,373.60	6,567.20
	HRLY	60.29	62.70	65.12	67.55	69.98	72.38	74.81	77.24	79.67	82.09
21	ANNUAL	131,747	137,280	142,834	148,387	153,920	159,432	164,986	170,518	176,051	181,605
	BIWEEKLY	5,067.20	5,280.00	5,493.60	5,707.20	5,920.00	6,132.00	6,345.60	6,558.40	6,771.20	6,984.80
	HRLY	63.34	66.00	68.67	71.34	74.00	76.65	79.32	81.98	84.64	87.31
22	ANNUAL	138,549	144,664	150,800	156,894	162,989	169,166	175,240	181,355	187,512	193,586
	BIWEEKLY	5,328.80	5,564.00	5,800.00	6,034.40	6,268.80	6,506.40	6,740.00	6,975.20	7,212.00	7,445.60
	HRLY	66.61	69.55	72.50	75.43	78.36	81.33	84.25	87.19	90.15	93.07

UConn Health
UHP 40 hr/wk Payplan Effective 7/1/2022 (UH)

Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	ANNUAL	43,306	44,741	46,114	47,507	48,922	50,274	51,688	53,102	54,454	55,848
	BIWEEKLY	1,665.60	1,720.80	1,773.60	1,827.20	1,881.60	1,933.60	1,988.00	2,042.40	2,094.40	2,148.00
	HRLY	20.82	21.51	22.17	22.84	23.52	24.17	24.85	25.53	26.18	26.85
2	ANNUAL	47,112	48,734	50,315	51,917	53,518	55,141	56,722	58,344	59,946	61,568
	BIWEEKLY	1,812.00	1,874.40	1,935.20	1,996.80	2,058.40	2,120.80	2,181.60	2,244.00	2,305.60	2,368.00
	HRLY	22.65	23.43	24.19	24.96	25.73	26.51	27.27	28.05	28.82	29.60
3	ANNUAL	51,293	53,082	54,829	56,597	58,386	60,112	61,880	63,669	65,437	67,205
	BIWEEKLY	1,972.80	2,041.60	2,108.80	2,176.80	2,245.60	2,312.00	2,380.00	2,448.80	2,516.80	2,584.80
	HRLY	24.66	25.52	26.36	27.21	28.07	28.90	29.75	30.61	31.46	32.31
4	ANNUAL	55,723	57,616	59,509	61,402	63,336	65,250	67,163	69,035	71,011	72,883
	BIWEEKLY	2,143.20	2,216.00	2,288.80	2,361.60	2,436.00	2,509.60	2,583.20	2,655.20	2,731.20	2,803.20
	HRLY	26.79	27.70	28.61	29.52	30.45	31.37	32.29	33.19	34.14	35.04
5	ANNUAL	60,216	62,317	64,334	66,352	68,432	70,450	72,467	74,526	76,565	78,582
	BIWEEKLY	2,316.00	2,396.80	2,474.40	2,552.00	2,632.00	2,709.60	2,787.20	2,866.40	2,944.80	3,022.40
	HRLY	28.95	29.96	30.93	31.90	32.90	33.87	34.84	35.83	36.81	37.78
6	ANNUAL	64,875	67,038	69,243	71,344	73,507	75,691	77,813	79,955	82,139	84,261
	BIWEEKLY	2,495.20	2,578.40	2,663.20	2,744.00	2,827.20	2,911.20	2,992.80	3,075.20	3,159.20	3,240.80
	HRLY	31.19	32.23	33.29	34.30	35.34	36.39	37.41	38.44	39.49	40.51
7	ANNUAL	69,514	71,822	74,048	76,357	78,603	80,870	83,158	85,446	87,693	89,960
	BIWEEKLY	2,673.60	2,762.40	2,848.00	2,936.80	3,023.20	3,110.40	3,198.40	3,286.40	3,372.80	3,460.00
	HRLY	33.42	34.53	35.60	36.71	37.79	38.88	39.98	41.08	42.16	43.25
8	ANNUAL	74,090	76,523	78,915	81,307	83,720	86,070	88,442	90,834	93,267	95,638
	BIWEEKLY	2,849.60	2,943.20	3,035.20	3,127.20	3,220.00	3,310.40	3,401.60	3,493.60	3,587.20	3,678.40
	HRLY	35.62	36.79	37.94	39.09	40.25	41.38	42.52	43.67	44.84	45.98
9	ANNUAL	78,582	81,120	83,678	86,195	88,691	91,229	93,766	96,262	98,779	101,296
	BIWEEKLY	3,022.40	3,120.00	3,218.40	3,315.20	3,411.20	3,508.80	3,606.40	3,702.40	3,799.20	3,896.00
	HRLY	37.78	39.00	40.23	41.44	42.64	43.86	45.08	46.28	47.49	48.70
10	ANNUAL	82,992	85,613	88,275	90,958	93,642	96,283	99,029	101,691	104,333	107,037
	BIWEEKLY	3,192.00	3,292.80	3,395.20	3,498.40	3,601.60	3,703.20	3,808.80	3,911.20	4,012.80	4,116.80
	HRLY	39.90	41.16	42.44	43.73	45.02	46.29	47.61	48.89	50.16	51.46
11	ANNUAL	87,194	90,002	92,830	95,659	98,509	101,338	104,208	107,037	109,845	112,736
	BIWEEKLY	3,353.60	3,461.60	3,570.40	3,679.20	3,788.80	3,897.60	4,008.00	4,116.80	4,224.80	4,336.00
	HRLY	41.92	43.27	44.63	45.99	47.36	48.72	50.10	51.46	52.81	54.20
12	ANNUAL	91,250	94,245	97,282	100,298	103,334	106,330	109,408	112,320	115,378	118,373
	BIWEEKLY	3,509.60	3,624.80	3,741.60	3,857.60	3,974.40	4,089.60	4,208.00	4,320.00	4,437.60	4,552.80
	HRLY	43.87	45.31	46.77	48.22	49.68	51.12	52.60	54.00	55.47	56.91
13	ANNUAL	95,202	98,426	101,650	104,811	108,035	111,280	114,483	117,666	120,848	124,072
	BIWEEKLY	3,661.60	3,785.60	3,909.60	4,031.20	4,155.20	4,280.00	4,403.20	4,525.60	4,648.00	4,772.00
	HRLY	45.77	47.32	48.87	50.39	51.94	53.50	55.04	56.57	58.10	59.65
14	ANNUAL	99,112	102,502	105,914	109,325	112,736	116,147	119,538	122,949	126,381	129,771
	BIWEEKLY	3,812.00	3,942.40	4,073.60	4,204.80	4,336.00	4,467.20	4,597.60	4,728.80	4,860.80	4,991.20
	HRLY	47.65	49.28	50.92	52.56	54.20	55.84	57.47	59.11	60.76	62.39
15	ANNUAL	102,877	106,475	110,115	113,734	117,354	120,973	124,613	128,211	131,830	135,429
	BIWEEKLY	3,956.80	4,095.20	4,235.20	4,374.40	4,513.60	4,652.80	4,792.80	4,931.20	5,070.40	5,208.80
	HRLY	49.46	51.19	52.94	54.68	56.42	58.16	59.91	61.64	63.38	65.11
16	ANNUAL	106,725	110,552	114,358	118,165	121,992	125,819	129,667	133,494	137,301	141,128
	BIWEEKLY	4,104.80	4,252.00	4,398.40	4,544.80	4,692.00	4,839.20	4,987.20	5,134.40	5,280.80	5,428.00
	HRLY	51.31	53.15	54.98	56.81	58.65	60.49	62.34	64.18	66.01	67.85
17	ANNUAL	111,509	115,544	119,600	123,594	127,629	131,643	135,699	139,693	143,749	147,784
	BIWEEKLY	4,288.80	4,444.00	4,600.00	4,753.60	4,908.80	5,063.20	5,219.20	5,372.80	5,528.80	5,684.00
	HRLY	53.61	55.55	57.50	59.42	61.36	63.29	65.24	67.16	69.11	71.05
18	ANNUAL	116,750	121,139	125,486	129,813	134,139	138,486	142,813	147,160	151,486	155,834
	BIWEEKLY	4,490.40	4,659.20	4,826.40	4,992.80	5,159.20	5,326.40	5,492.80	5,660.00	5,826.40	5,993.60
	HRLY	56.13	58.24	60.33	62.41	64.49	66.58	68.66	70.75	72.83	74.92
19	ANNUAL	122,470	127,109	131,747	136,344	141,066	145,683	150,363	155,002	159,682	164,320
	BIWEEKLY	4,710.40	4,888.80	5,067.20	5,244.00	5,425.60	5,603.20	5,783.20	5,961.60	6,141.60	6,320.00
	HRLY	58.88	61.11	63.34	65.55	67.82	70.04	72.29	74.52	76.77	79.00
20	ANNUAL	128,544	133,682	138,840	144,019	149,198	154,315	159,515	164,694	169,874	175,032
	BIWEEKLY	4,944.00	5,141.60	5,340.00	5,539.20	5,738.40	5,935.20	6,135.20	6,334.40	6,533.60	6,732.00
	HRLY	61.80	64.27	66.75	69.24	71.73	74.19	76.69	79.18	81.67	84.15
21	ANNUAL	135,054	140,712	146,411	152,110	157,768	163,426	169,125	174,782	180,461	186,160
	BIWEEKLY	5,194.40	5,412.00	5,631.20	5,850.40	6,068.00	6,285.60	6,504.80	6,722.40	6,940.80	7,160.00
	HRLY	64.93	67.65	70.39	73.13	75.85	78.57	81.31	84.03	86.76	89.50
22	ANNUAL	142,022	148,283	154,586	160,826	167,066	173,410	179,629	185,890	192,213	198,432
	BIWEEKLY	5,462.40	5,703.20	5,945.60	6,185.60	6,425.60	6,669.60	6,908.80	7,149.60	7,392.80	7,632.00
	HRLY	68.28	71.29	74.32	77.32	80.32	83.37	86.36	89.37	92.41	95.40

UConn Health
UHP 40 hr/wk Payplan Effective 7/14/2023 (UH)

Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	ANNUAL	44,408	45,864	47,278	48,714	50,149	51,542	52,998	54,434	55,827	57,262
	BIWEEKLY	1,708.00	1,764.00	1,818.40	1,873.60	1,928.80	1,982.40	2,038.40	2,093.60	2,147.20	2,202.40
	HRLY	21.35	22.05	22.73	23.42	24.11	24.78	25.48	26.17	26.84	27.53
2	ANNUAL	48,298	49,962	51,584	53,227	54,870	56,534	58,157	59,821	61,464	63,107
	BIWEEKLY	1,857.60	1,921.60	1,984.00	2,047.20	2,110.40	2,174.40	2,236.80	2,300.80	2,364.00	2,427.20
	HRLY	23.22	24.02	24.80	25.59	26.38	27.18	27.96	28.76	29.55	30.34
3	ANNUAL	52,582	54,413	56,202	58,032	59,862	61,630	63,440	65,270	67,080	68,890
	BIWEEKLY	2,022.40	2,092.80	2,161.60	2,232.00	2,302.40	2,370.40	2,440.00	2,510.40	2,580.00	2,649.60
	HRLY	25.28	26.16	27.02	27.90	28.78	29.63	30.50	31.38	32.25	33.12
4	ANNUAL	57,117	59,072	61,006	62,941	64,938	66,893	68,848	70,762	72,800	74,714
	BIWEEKLY	2,196.80	2,272.00	2,346.40	2,420.80	2,497.60	2,572.80	2,648.00	2,721.60	2,800.00	2,873.60
	HRLY	27.46	28.40	29.33	30.26	31.22	32.16	33.10	34.02	35.00	35.92
5	ANNUAL	61,734	63,877	65,957	68,016	70,158	72,218	74,298	76,398	78,499	80,558
	BIWEEKLY	2,374.40	2,456.80	2,536.80	2,616.00	2,698.40	2,777.60	2,857.60	2,938.40	3,019.20	3,098.40
	HRLY	29.68	30.71	31.71	32.70	33.73	34.72	35.72	36.73	37.74	38.73
6	ANNUAL	66,498	68,723	70,990	73,133	75,358	77,584	79,768	81,973	84,198	86,382
	BIWEEKLY	2,557.60	2,643.20	2,730.40	2,812.80	2,898.40	2,984.00	3,068.00	3,152.80	3,238.40	3,322.40
	HRLY	31.97	33.04	34.13	35.16	36.23	37.30	38.35	39.41	40.48	41.53
7	ANNUAL	71,261	73,632	75,899	78,270	80,579	82,909	85,238	87,589	89,898	92,227
	BIWEEKLY	2,740.80	2,832.00	2,919.20	3,010.40	3,099.20	3,188.80	3,278.40	3,368.80	3,457.60	3,547.20
	HRLY	34.26	35.40	36.49	37.63	38.74	39.86	40.98	42.11	43.22	44.34
8	ANNUAL	75,962	78,437	80,891	83,346	85,821	88,234	90,667	93,122	95,618	98,030
	BIWEEKLY	2,921.60	3,016.80	3,111.20	3,205.60	3,300.80	3,393.60	3,487.20	3,581.60	3,677.60	3,770.40
	HRLY	36.52	37.71	38.89	40.07	41.26	42.42	43.59	44.77	45.97	47.13
9	ANNUAL	80,558	83,158	85,779	88,358	90,917	93,517	96,117	98,675	101,254	103,834
	BIWEEKLY	3,098.40	3,198.40	3,299.20	3,398.40	3,496.80	3,596.80	3,696.80	3,795.20	3,894.40	3,993.60
	HRLY	38.73	39.98	41.24	42.48	43.71	44.96	46.21	47.44	48.68	49.92
10	ANNUAL	85,072	87,755	90,501	93,246	95,992	98,696	101,525	104,250	106,954	109,720
	BIWEEKLY	3,272.00	3,375.20	3,480.80	3,586.40	3,692.00	3,796.00	3,904.80	4,009.60	4,113.60	4,220.00
	HRLY	40.90	42.19	43.51	44.83	46.15	47.45	48.81	50.12	51.42	52.75
11	ANNUAL	89,378	92,269	95,160	98,051	100,984	103,875	106,829	109,720	112,611	115,565
	BIWEEKLY	3,437.60	3,548.80	3,660.00	3,771.20	3,884.00	3,995.20	4,108.80	4,220.00	4,331.20	4,444.80
	HRLY	42.97	44.36	45.75	47.14	48.55	49.94	51.36	52.75	54.14	55.56
12	ANNUAL	93,538	96,616	99,715	102,814	105,934	108,992	112,154	115,128	118,269	121,347
	BIWEEKLY	3,597.60	3,716.00	3,835.20	3,954.40	4,074.40	4,192.00	4,313.60	4,428.00	4,548.80	4,667.20
	HRLY	44.97	46.45	47.94	49.43	50.93	52.40	53.92	55.35	56.86	58.34
13	ANNUAL	97,594	100,901	104,208	107,432	110,739	114,067	117,354	120,619	123,885	127,192
	BIWEEKLY	3,753.60	3,880.80	4,008.00	4,132.00	4,259.20	4,387.20	4,513.60	4,639.20	4,764.80	4,892.00
	HRLY	46.92	48.51	50.10	51.65	53.24	54.84	56.42	57.99	59.56	61.15
14	ANNUAL	101,608	105,082	108,576	112,070	115,565	119,059	122,533	126,027	129,542	133,016
	BIWEEKLY	3,908.00	4,041.60	4,176.00	4,310.40	4,444.80	4,579.20	4,712.80	4,847.20	4,982.40	5,116.00
	HRLY	48.85	50.52	52.20	53.88	55.56	57.24	58.91	60.59	62.28	63.95
15	ANNUAL	105,456	109,138	112,882	116,584	120,307	124,010	127,733	131,435	135,138	138,819
	BIWEEKLY	4,056.00	4,197.60	4,341.60	4,484.00	4,627.20	4,769.60	4,912.80	5,055.20	5,197.60	5,339.20
	HRLY	50.70	52.47	54.27	56.05	57.84	59.62	61.41	63.19	64.97	66.74
16	ANNUAL	109,408	113,318	117,229	121,139	125,050	128,981	132,912	136,843	140,754	144,664
	BIWEEKLY	4,208.00	4,358.40	4,508.80	4,659.20	4,809.60	4,960.80	5,112.00	5,263.20	5,413.60	5,564.00
	HRLY	52.60	54.48	56.36	58.24	60.12	62.01	63.90	65.79	67.67	69.55
17	ANNUAL	114,317	118,435	122,595	126,693	130,832	134,950	139,110	143,187	147,347	151,486
	BIWEEKLY	4,396.80	4,555.20	4,715.20	4,872.80	5,032.00	5,190.40	5,350.40	5,507.20	5,667.20	5,826.40
	HRLY	54.96	56.94	58.94	60.91	62.90	64.88	66.88	68.84	70.84	72.83
18	ANNUAL	119,683	124,176	128,627	133,078	137,509	141,960	146,390	150,842	155,293	159,744
	BIWEEKLY	4,603.20	4,776.00	4,947.20	5,118.40	5,288.80	5,460.00	5,630.40	5,801.60	5,972.80	6,144.00
	HRLY	57.54	59.70	61.84	63.98	66.11	68.25	70.38	72.52	74.66	76.80
19	ANNUAL	125,549	130,291	135,054	139,755	144,602	149,344	154,128	158,891	163,675	168,438
	BIWEEKLY	4,828.80	5,011.20	5,194.40	5,375.20	5,561.60	5,744.00	5,928.00	6,111.20	6,295.20	6,478.40
	HRLY	60.36	62.64	64.93	67.19	69.52	71.80	74.10	76.39	78.69	80.98
20	ANNUAL	131,768	137,030	142,314	147,638	152,942	158,184	163,509	168,813	174,138	179,421
	BIWEEKLY	5,068.00	5,270.40	5,473.60	5,678.40	5,882.40	6,084.00	6,288.80	6,492.80	6,697.60	6,900.80
	HRLY	63.35	65.88	68.42	70.98	73.53	76.05	78.61	81.16	83.72	86.26
21	ANNUAL	138,445	144,248	150,072	155,917	161,720	167,523	173,368	179,171	184,974	190,819
	BIWEEKLY	5,324.80	5,548.00	5,772.00	5,996.80	6,220.00	6,443.20	6,668.00	6,891.20	7,114.40	7,339.20
	HRLY	66.56	69.35	72.15	74.96	77.75	80.54	83.35	86.14	88.93	91.74
22	ANNUAL	145,579	152,006	158,454	164,861	171,246	177,757	184,122	190,549	197,038	203,403
	BIWEEKLY	5,599.20	5,846.40	6,094.40	6,340.80	6,586.40	6,836.80	7,081.60	7,328.80	7,578.40	7,823.20
	HRLY	69.99	73.08	76.18	79.26	82.33	85.46	88.52	91.61	94.73	97.79

UConn Health
UHP 40 hr/wk Payplan Effective 7/12/2024 (UH)

<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
1	ANNUAL	45,531	47,029	48,464	49,941	51,418	52,832	54,330	55,806	57,242	58,698
	BIWEEKLY	1,751.20	1,808.80	1,864.00	1,920.80	1,977.60	2,032.00	2,089.60	2,146.40	2,201.60	2,257.60
	HRLY	21.89	22.61	23.30	24.01	24.72	25.40	26.12	26.83	27.52	28.22
2	ANNUAL	49,525	51,230	52,874	54,558	56,243	57,949	59,613	61,318	63,003	64,688
	BIWEEKLY	1,904.80	1,970.40	2,033.60	2,098.40	2,163.20	2,228.80	2,292.80	2,358.40	2,423.20	2,488.00
	HRLY	23.81	24.63	25.42	26.23	27.04	27.86	28.66	29.48	30.29	31.10
3	ANNUAL	53,914	55,786	57,616	59,488	61,360	63,190	65,042	66,914	68,765	70,616
	BIWEEKLY	2,073.60	2,145.60	2,216.00	2,288.00	2,360.00	2,430.40	2,501.60	2,573.60	2,644.80	2,716.00
	HRLY	25.92	26.82	27.70	28.60	29.50	30.38	31.27	32.17	33.06	33.95
4	ANNUAL	58,552	60,549	62,546	64,522	66,581	68,578	70,574	72,550	74,630	76,586
	BIWEEKLY	2,252.00	2,328.80	2,405.60	2,481.60	2,560.80	2,637.60	2,714.40	2,790.40	2,870.40	2,945.60
	HRLY	28.15	29.11	30.07	31.02	32.01	32.97	33.93	34.88	35.88	36.82
5	ANNUAL	63,294	65,478	67,621	69,722	71,926	74,027	76,170	78,312	80,475	82,576
	BIWEEKLY	2,434.40	2,518.40	2,600.80	2,681.60	2,766.40	2,847.20	2,929.60	3,012.00	3,095.20	3,176.00
	HRLY	30.43	31.48	32.51	33.52	34.58	35.59	36.62	37.65	38.69	39.70
6	ANNUAL	68,162	70,450	72,779	74,963	77,251	79,539	81,765	84,032	86,320	88,546
	BIWEEKLY	2,621.60	2,709.60	2,799.20	2,883.20	2,971.20	3,059.20	3,144.80	3,232.00	3,320.00	3,405.60
	HRLY	32.77	33.87	34.99	36.04	37.14	38.24	39.31	40.40	41.50	42.57
7	ANNUAL	73,050	75,483	77,813	80,246	82,597	84,989	87,381	89,794	92,165	94,536
	BIWEEKLY	2,809.60	2,903.20	2,992.80	3,086.40	3,176.80	3,268.80	3,360.80	3,453.60	3,544.80	3,636.00
	HRLY	35.12	36.29	37.41	38.58	39.71	40.86	42.01	43.17	44.31	45.45
8	ANNUAL	77,875	80,413	82,930	85,446	87,984	90,459	92,934	95,451	98,010	100,485
	BIWEEKLY	2,995.20	3,092.80	3,189.60	3,286.40	3,384.00	3,479.20	3,574.40	3,671.20	3,769.60	3,864.80
	HRLY	37.44	38.66	39.87	41.08	42.30	43.49	44.68	45.89	47.12	48.31
9	ANNUAL	82,576	85,238	87,942	90,584	93,205	95,867	98,530	101,150	103,792	106,434
	BIWEEKLY	3,176.00	3,278.40	3,382.40	3,484.00	3,584.80	3,687.20	3,789.60	3,890.40	3,992.00	4,093.60
	HRLY	39.70	40.98	42.28	43.55	44.81	46.09	47.37	48.63	49.90	51.17
10	ANNUAL	87,214	89,960	92,768	95,597	98,405	101,171	104,083	106,870	109,637	112,466
	BIWEEKLY	3,354.40	3,460.00	3,568.00	3,676.80	3,784.80	3,891.20	4,003.20	4,110.40	4,216.80	4,325.60
	HRLY	41.93	43.25	44.60	45.96	47.31	48.64	50.04	51.38	52.71	54.07
11	ANNUAL	91,624	94,578	97,552	100,506	103,522	106,475	109,512	112,466	115,440	118,456
	BIWEEKLY	3,524.00	3,637.60	3,752.00	3,865.60	3,981.60	4,095.20	4,212.00	4,325.60	4,440.00	4,556.00
	HRLY	44.05	45.47	46.90	48.32	49.77	51.19	52.65	54.07	55.50	56.95
12	ANNUAL	95,888	99,050	102,211	105,394	108,597	111,717	114,962	118,019	121,243	124,384
	BIWEEKLY	3,688.00	3,809.60	3,931.20	4,053.60	4,176.80	4,296.80	4,421.60	4,539.20	4,663.20	4,784.00
	HRLY	46.10	47.62	49.14	50.67	52.21	53.71	55.27	56.74	58.29	59.80
13	ANNUAL	100,048	103,438	106,829	110,136	113,526	116,938	120,307	123,635	126,984	130,374
	BIWEEKLY	3,848.00	3,978.40	4,108.80	4,236.00	4,366.40	4,497.60	4,627.20	4,755.20	4,884.00	5,014.40
	HRLY	48.10	49.73	51.36	52.95	54.58	56.22	57.84	59.44	61.05	62.68
14	ANNUAL	104,166	107,723	111,301	114,878	118,456	122,054	125,611	129,189	132,787	136,344
	BIWEEKLY	4,006.40	4,143.20	4,280.80	4,418.40	4,556.00	4,694.40	4,831.20	4,968.80	5,107.20	5,244.00
	HRLY	50.08	51.79	53.51	55.23	56.95	58.68	60.39	62.11	63.84	65.55
15	ANNUAL	108,098	111,883	115,710	119,517	123,323	127,130	130,936	134,722	138,528	142,293
	BIWEEKLY	4,157.60	4,303.20	4,450.40	4,596.80	4,743.20	4,889.60	5,036.00	5,181.60	5,328.00	5,472.80
	HRLY	51.97	53.79	55.63	57.46	59.29	61.12	62.95	64.77	66.60	68.41
16	ANNUAL	112,154	116,168	120,162	124,176	128,190	132,226	136,240	140,275	144,290	148,283
	BIWEEKLY	4,313.60	4,468.00	4,621.60	4,776.00	4,930.40	5,085.60	5,240.00	5,395.20	5,549.60	5,703.20
	HRLY	53.92	55.85	57.77	59.70	61.63	63.57	65.50	67.44	69.37	71.29
17	ANNUAL	117,187	121,410	125,674	129,875	134,118	138,341	142,605	146,786	151,050	155,293
	BIWEEKLY	4,507.20	4,669.60	4,833.60	4,995.20	5,158.40	5,320.80	5,484.80	5,645.60	5,809.60	5,972.80
	HRLY	56.34	58.37	60.42	62.44	64.48	66.51	68.56	70.57	72.62	74.66
18	ANNUAL	122,678	127,296	131,851	136,406	140,962	145,517	150,051	154,627	159,182	163,738
	BIWEEKLY	4,718.40	4,896.00	5,071.20	5,246.40	5,421.60	5,596.80	5,771.20	5,947.20	6,122.40	6,297.60
	HRLY	58.98	61.20	63.39	65.58	67.77	69.96	72.14	74.34	76.53	78.72
19	ANNUAL	128,690	133,557	138,445	143,250	148,221	153,088	157,997	162,864	167,773	172,661
	BIWEEKLY	4,949.60	5,136.80	5,324.80	5,509.60	5,700.80	5,888.00	6,076.80	6,264.00	6,452.80	6,640.80
	HRLY	61.87	64.21	66.56	68.87	71.26	73.60	75.96	78.30	80.66	83.01
20	ANNUAL	135,075	140,462	145,891	151,341	156,770	162,157	167,606	173,035	178,506	183,914
	BIWEEKLY	5,195.20	5,402.40	5,611.20	5,820.80	6,029.60	6,236.80	6,446.40	6,655.20	6,865.60	7,073.60
	HRLY	64.94	67.53	70.14	72.76	75.37	77.96	80.58	83.19	85.82	88.42
21	ANNUAL	141,918	147,867	153,837	159,827	165,776	171,725	177,715	183,664	189,613	195,603
	BIWEEKLY	5,458.40	5,687.20	5,916.80	6,147.20	6,376.00	6,604.80	6,835.20	7,064.00	7,292.80	7,523.20
	HRLY	68.23	71.09	73.96	76.84	79.70	82.56	85.44	88.30	91.16	94.04
22	ANNUAL	149,219	155,813	162,427	169,000	175,531	182,208	188,739	195,333	201,968	208,499
	BIWEEKLY	5,739.20	5,992.80	6,247.20	6,500.00	6,751.20	7,008.00	7,259.20	7,512.80	7,768.00	8,019.20
	HRLY	71.74	74.91	78.09	81.25	84.39	87.60	90.74	93.91	97.10	100.24

UConn Health

Assistant Nurse Managers Payplan Effective 7/2/2021 (UA)

Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
6	ANNUAL	67,434	69,555	71,698	73,757	75,858	78,000	80,059	82,160	84,282	86,362
	BIWEEKLY	2,593.60	2,675.20	2,757.60	2,836.80	2,917.60	3,000.00	3,079.20	3,160.00	3,241.60	3,321.60
	HRLY	32.42	33.44	34.47	35.46	36.47	37.50	38.49	39.50	40.52	41.52
7	ANNUAL	71,968	74,214	76,398	78,645	80,829	83,054	85,280	87,506	89,710	91,915
	BIWEEKLY	2,768.00	2,854.40	2,938.40	3,024.80	3,108.80	3,194.40	3,280.00	3,365.60	3,450.40	3,535.20
	HRLY	34.60	35.68	36.73	37.81	38.86	39.93	41.00	42.07	43.13	44.19
8	ANNUAL	76,440	78,811	81,141	83,470	85,821	88,130	90,438	92,768	95,139	97,448
	BIWEEKLY	2,940.00	3,031.20	3,120.80	3,210.40	3,300.80	3,389.60	3,478.40	3,568.00	3,659.20	3,748.00
	HRLY	36.75	37.89	39.01	40.13	41.26	42.37	43.48	44.60	45.74	46.85
9	ANNUAL	80,808	83,283	85,779	88,234	90,688	93,163	95,638	98,072	100,526	102,981
	BIWEEKLY	3,108.00	3,203.20	3,299.20	3,393.60	3,488.00	3,583.20	3,678.40	3,772.00	3,866.40	3,960.80
	HRLY	38.85	40.04	41.24	42.42	43.60	44.79	45.98	47.15	48.33	49.51

UConn Health

Assistant Nurse Managers Payplan Effective 7/1/2022 (UA)

Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
6	ANNUAL	69,035	71,219	73,403	75,504	77,667	79,851	81,973	84,115	86,299	88,421
	BIWEEKLY	2,655.20	2,739.20	2,823.20	2,904.00	2,987.20	3,071.20	3,152.80	3,235.20	3,319.20	3,400.80
	HRLY	33.19	34.24	35.29	36.30	37.34	38.39	39.41	40.44	41.49	42.51
7	ANNUAL	73,674	75,982	78,208	80,517	82,763	85,030	87,318	89,606	91,853	94,120
	BIWEEKLY	2,833.60	2,922.40	3,008.00	3,096.80	3,183.20	3,270.40	3,358.40	3,446.40	3,532.80	3,620.00
	HRLY	35.42	36.53	37.60	38.71	39.79	40.88	41.98	43.08	44.16	45.25
8	ANNUAL	78,250	80,683	83,075	85,467	87,880	90,230	92,602	94,994	97,427	99,798
	BIWEEKLY	3,009.60	3,103.20	3,195.20	3,287.20	3,380.00	3,470.40	3,561.60	3,653.60	3,747.20	3,838.40
	HRLY	37.62	38.79	39.94	41.09	42.25	43.38	44.52	45.67	46.84	47.98
9	ANNUAL	82,742	85,280	87,838	90,355	92,851	95,389	97,926	100,422	102,939	105,456
	BIWEEKLY	3,182.40	3,280.00	3,378.40	3,475.20	3,571.20	3,668.80	3,766.40	3,862.40	3,959.20	4,056.00
	HRLY	39.78	41.00	42.23	43.44	44.64	45.86	47.08	48.28	49.49	50.70

**UConn Health
Market Adjusted Pay Plans**

Assistant Nurse Managers Payplan Effective 7/15/2022 (UA)

Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
8	ANNUAL	82,410	84,843	87,235	89,627	92,040	94,390	96,762	99,154	101,587	103,958
	BIWEEKLY	3,169.60	3,263.20	3,355.20	3,447.20	3,540.00	3,630.40	3,721.60	3,813.60	3,907.20	3,998.40
	HRLY	39.62	40.79	41.94	43.09	44.25	45.38	46.52	47.67	48.84	49.98
9	ANNUAL	86,902	89,440	91,998	94,515	97,011	99,549	102,086	104,582	107,099	109,616
	BIWEEKLY	3,342.40	3,440.00	3,538.40	3,635.20	3,731.20	3,828.80	3,926.40	4,022.40	4,119.20	4,216.00
	HRLY	41.78	43.00	44.23	45.44	46.64	47.86	49.08	50.28	51.49	52.70
10	ANNUAL	91,312	93,933	96,595	99,278	101,962	104,603	107,349	110,011	112,653	115,357
	BIWEEKLY	3,512.00	3,612.80	3,715.20	3,818.40	3,921.60	4,023.20	4,128.80	4,231.20	4,332.80	4,436.80
	HRLY	43.90	45.16	46.44	47.73	49.02	50.29	51.61	52.89	54.16	55.46
11	ANNUAL	95,514	98,322	101,150	103,979	106,829	109,658	112,528	115,357	118,165	121,056
	BIWEEKLY	3,673.60	3,781.60	3,890.40	3,999.20	4,108.80	4,217.60	4,328.00	4,436.80	4,544.80	4,656.00
	HRLY	45.92	47.27	48.63	49.99	51.36	52.72	54.10	55.46	56.81	58.20

Assistant Nurse Managers Payplan Effective 7/14/2023 (UA)

Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
8	ANNUAL	84,282	86,757	89,211	91,666	94,141	96,554	98,987	101,442	103,938	106,350
	BIWEEKLY	3,241.60	3,336.80	3,431.20	3,525.60	3,620.80	3,713.60	3,807.20	3,901.60	3,997.60	4,090.40
	HRLY	40.52	41.71	42.89	44.07	45.26	46.42	47.59	48.77	49.97	51.13
9	ANNUAL	88,878	91,478	94,099	96,678	99,237	101,837	104,437	106,995	109,574	112,154
	BIWEEKLY	3,418.40	3,518.40	3,619.20	3,718.40	3,816.80	3,916.80	4,016.80	4,115.20	4,214.40	4,313.60
	HRLY	42.73	43.98	45.24	46.48	47.71	48.96	50.21	51.44	52.68	53.92
10	ANNUAL	93,392	96,075	98,821	101,566	104,312	107,016	109,845	112,570	115,274	118,040
	BIWEEKLY	3,592.00	3,695.20	3,800.80	3,906.40	4,012.00	4,116.00	4,224.80	4,329.60	4,433.60	4,540.00
	HRLY	44.90	46.19	47.51	48.83	50.15	51.45	52.81	54.12	55.42	56.75
11	ANNUAL	97,698	100,589	103,480	106,371	109,304	112,195	115,149	118,040	120,931	123,885
	BIWEEKLY	3,757.60	3,868.80	3,980.00	4,091.20	4,204.00	4,315.20	4,428.80	4,540.00	4,651.20	4,764.80
	HRLY	46.97	48.36	49.75	51.14	52.55	53.94	55.36	56.75	58.14	59.56

UConn Health

Lead Position Payplan Effective 7/2/2021 (UL)

Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
16	ANNUAL	114,504	118,248	121,950	125,674	129,397	133,141	136,885	140,629	144,352	148,075
	BIWEEKLY	4,404.00	4,548.00	4,690.40	4,833.60	4,976.80	5,120.80	5,264.80	5,408.80	5,552.00	5,695.20
	HRLY	55.05	56.85	58.63	60.42	62.21	64.01	65.81	67.61	69.40	71.19
17	ANNUAL	119,184	123,115	127,067	130,978	134,909	138,819	142,771	146,682	150,634	154,565
	BIWEEKLY	4,584.00	4,735.20	4,887.20	5,037.60	5,188.80	5,339.20	5,491.20	5,641.60	5,793.60	5,944.80
	HRLY	57.30	59.19	61.09	62.97	64.86	66.74	68.64	70.52	72.42	74.31

Lead Position Payplan Effective 7/1/2022 (UL)

Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
16	ANNUAL	117,125	120,952	124,758	128,565	132,392	136,219	140,067	143,894	145,621	151,528
	BIWEEKLY	4,504.80	4,652.00	4,798.40	4,944.80	5,092.00	5,239.20	5,387.20	5,534.40	5,600.80	5,828.00
	HRLY	56.31	58.15	59.98	61.81	63.65	65.49	67.34	69.18	70.01	72.85
17	ANNUAL	121,909	125,944	130,000	133,994	138,029	142,043	146,099	150,093	154,149	158,184
	BIWEEKLY	4,688.80	4,844.00	5,000.00	5,153.60	5,308.80	5,463.20	5,619.20	5,772.80	5,928.80	6,084.00
	HRLY	58.61	60.55	62.50	64.42	66.36	68.29	70.24	72.16	74.11	76.05

Lead Positions Payplan Effective 7/15/2022 (UL)

Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
18	ANNUAL	127,150	131,539	135,886	140,213	144,539	148,886	153,213	157,560	161,886	166,234
	BIWEEKLY	4,890.40	5,059.20	5,226.40	5,392.80	5,559.20	5,726.40	5,892.80	6,060.00	6,226.40	6,393.60
	HRLY	61.13	63.24	65.33	67.41	69.49	71.58	73.66	75.75	77.83	79.92

Lead Positions Payplan Effective 7/14/2023 (UL)

Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
18	ANNUAL	130,083	134,576	139,027	143,478	147,909	152,360	156,790	161,242	165,693	170,144
	BIWEEKLY	5,003.20	5,176.00	5,347.20	5,518.40	5,688.80	5,860.00	6,030.40	6,201.60	6,372.80	6,544.00
	HRLY	62.54	64.70	66.84	68.98	71.11	73.25	75.38	77.52	79.66	81.80

* Payplan subject to terms of 11/19/18 MOA remaining in effect

**UConn Health
Assistant Nurse Managers Payplan Effective 7/12/2024 (UA)**

<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
8	ANNUAL	86,195	88,733	91,250	93,766	96,304	98,779	101,254	103,771	106,330	108,805
	BIWEEKLY	3,315.20	3,412.80	3,509.60	3,606.40	3,704.00	3,799.20	3,894.40	3,991.20	4,089.60	4,184.80
	HRLY	41.44	42.66	43.87	45.08	46.30	47.49	48.68	49.89	51.12	52.31
9	ANNUAL	90,896	93,558	96,262	98,904	101,525	104,187	106,850	109,470	112,112	114,754
	BIWEEKLY	3,496.00	3,598.40	3,702.40	3,804.00	3,904.80	4,007.20	4,109.60	4,210.40	4,312.00	4,413.60
	HRLY	43.70	44.98	46.28	47.55	48.81	50.09	51.37	52.63	53.90	55.17
10	ANNUAL	95,534	98,280	101,088	103,917	106,725	109,491	112,403	115,190	117,957	120,786
	BIWEEKLY	3,674.40	3,780.00	3,888.00	3,996.80	4,104.80	4,211.20	4,323.20	4,430.40	4,536.80	4,645.60
	HRLY	45.93	47.25	48.60	49.96	51.31	52.64	54.04	55.38	56.71	58.07
11	ANNUAL	99,944	102,898	105,872	108,826	111,842	114,795	117,832	120,786	123,760	126,776
	BIWEEKLY	3,844.00	3,957.60	4,072.00	4,185.60	4,301.60	4,415.20	4,532.00	4,645.60	4,760.00	4,876.00
	HRLY	48.05	49.47	50.90	52.32	53.77	55.19	56.65	58.07	59.50	60.95

**UConn Health
Lead Positions Payplan Effective 7/12/2024 (UL)**

<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
18	ANNUAL	133,078	137,696	142,251	146,806	151,362	155,917	160,451	165,027	169,582	174,138
	BIWEEKLY	5,118.40	5,296.00	5,471.20	5,646.40	5,821.60	5,996.80	6,171.20	6,347.20	6,522.40	6,697.60
	HRLY	63.98	66.20	68.39	70.58	72.77	74.96	77.14	79.34	81.53	83.72
22	ANNUAL	159,619	166,213	172,827	179,400	185,931	192,608	199,139	205,733	212,368	218,899
	BIWEEKLY	6,139.20	6,392.80	6,647.20	6,900.00	7,151.20	7,408.00	7,659.20	7,912.80	8,168.00	8,419.20
	HRLY	76.74	79.91	83.09	86.25	89.39	92.60	95.74	98.91	102.10	105.24

Index

A

Action Nurse, 36
Adoption Stipend, 59
American with Disabilities Act, 4
Arbitration, 7-8
Assignments & Scheduling, 26-36
Assistant Nurse Manager, 27, 79

B

Bereavement, 15, 104
Bonding Leave, 17-18
Board Prerogatives, 4-5
Bulletin Boards, 5
Bumping, 53-54

C

Call Back Pay, 43-44
Cardiac Cath Lab, 93-94
Cardiac Pulmonary/Hypertension Unit, 94-95
Certification Bonus, 71-72
Changes in Dept Shifts/Hours, 35
Charge Pay, 26
Child Care Scholarship, 60
Compensatory Time, 11-12
Conferences & Workshops, 21, 59
Court Appearances, 22
Creative Childcare Center Vacation Requests, 70-71

D

Disability, 59
Disability Leave, 16-17
Discipline, 47-48
Donation of Leave, 15-16
Dues, 2-3

E

Educational Leave, 21
Electrophysiology Lab, 95
Emergencies, 37-38
Employee Files, 45-46
Ergonomics, 52
Evaluation, 45-46
Exclusions, 1, 76-77
Extra Shift Volunteers, 32-34

F

Facility Closing, 51
Family Leave, 16-18
Floating, 27-28
Medical Assistants, 28
Nurses, 27-28, 38
Float Levels, 27-28

G

Grievance Procedures, 6-9
Group Life Insurance, 58

H

Health & Safety Committee, 50-51
Health Insurance, 57-58
Holiday Compensation, 11
Holiday Scheduling, 11
Holidays, 10-12

Continuous Operations, 10

Part-Time, 84

Hourly Differentials, 35-36

I

IT On-Call, 72-73

J

Index

Jury Duty, 23

K

L

Laboratory Medicine, 32, 74-76

 Holiday, 75

 Mandatory Cross Training, 76

 Scheduling, 74

 Vacation, 74-75

Laboratory Medicine Differential, 32

Layoff, 52-56

Layoff Selection, 53

Long Term Disability, 58

Longevity, 116-117

Low Census, 38-39

Lump Sum Payment, 62-64

M

Major Holidays, 12

Market Adjustments, 77-80

Meal, 58

Medical Benefits, 57-58

Med Surg 5, 80-81

Medical Certificate, 14-15

Merit Awards, 122

Mileage, 27-28

Military Leave, 21-22

N

Neonatal Nurse Practitioners, 82

NICU Scheduling Practices, 81-82

Night Shift Bonus, 30-31

Night Shift Differential, 31-32

Night Shift Menu, 31

Nondiscrimination, 3-4

Nurse Anesthetists, 30, 82-84

Nursing Clinical Ladder, 65-66

O

Objective Job Evaluation (SCOPE), 116-121

On-Call, 43-44, 87-88

Orientation, 49, 60

Overtime, 28, 37-45

P

Parental Leave, 21

Personal Leave, 18-19, 85-86

Personnel Records, 46-47

Pharmacy 10 Hour Shift, 96-97

Poison Control 10 & 12 Hour Shifts, 96-97

Post-Doctoral Fellows, 101-110

Probationary Employees, 48-50

Q

R

Radiation Oncology Shifts, 97

Radiology Job Classifications, 78-80

Radiology Scheduling, 86-87

Recall, 54-55

Reclassification, 118-119

Referral Bonus, 61

Refresher Orientation, 28

Retirement, 56-57

Rotation Bonus, 29

S

Safety, 50-52

Salary, 62-64

Index

Scheduling Practices Staff Nurses, 34-35

Seniority, 64

 Part Time, 64

Service Ratings, 45-46

Shift Differential, 31-32

Shift Preference, 28

Sick Leave Accrual, 14

Sick Leave, 14-16

Sick Time Use on Extra Shifts, 18

Staffing Issues Committee, 51-52

Superseniority, 64

T

Transfers, 12

 Involuntary, 12

Travel Reimbursement, 58

Tuition Reimbursement, 58-59

Tuition Waiver, 57

 Waiver at UConn, 60

Twelve Hour Shifts, 88-93

U

UConn Medical Group Agreement, 99-100

UMG Pilot Work Schedules, 100

UMG Low Acuity, 45

Union Access, 5-6

Union Business Leave, 19-20

Union Rights, 5-6

Urgent Shift Availability, 39-42

V

Vacancies, 13-14

Vacations, 23-26

 Accumulations, 23

 Scheduling, 24-26, 29-31

Voluntary Leave, 100

W

Weekend Differential, 29

Working Test Period, 48-50

X

Y

Z

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