

## MEMORANDUM OF AGREEMENT

### Cath Lab On Call Extension

November 26, 2024


The parties agree to this MOA to enact the following temporary change regarding additional on call shifts in the Cardiac Cath Lab for the period November 29, 2024 through June 12, 2025 (close of business), on both weekdays and weekends. This MOA supersedes and incorporates the previous MOAs dated May 11, 2022 and August 12, 2022 and any prior extensions thereto. Additional on call shifts is intended to apply to on call shifts that an employee covers *in excess* of the agreed upon on call coverage of 7 times per month plus 1 weekend every 4<sup>th</sup> week.


This Agreement acknowledges that staff must pick up additional call shifts beyond what is expected by the Cath Lab assignment due to current vacancies in the Cath Lab. This is not intended to be a permanent change in compensation for either weekday or weekend call, which will continue to be governed by the collective bargaining agreement.

1. On call payment will remain as described in Article 15.4 (\$4 per hour) and the remaining provisions of that Article regarding on call and call back will continue to apply without modification. On call payment for on-call hours that begin after the combination of hours worked and hours on-call exceeding 60 hours shall be \$10/hour.
2. In addition to the on call pay, employees who cover additional on call shifts (created by vacancies in the Cath Lab or sick call outs) will also earn compensatory time. Twelve (12) hours will be provided for covering the full 64 hour weekend call (Friday evening to Monday morning). Two and one half hours (2.5) hours of compensatory time will be given for each weekday call coverage of 13.5 hours (Monday through Thursday nights). Management may approve several employees splitting call coverage, if necessary, and compensatory time will be pro-rated accordingly. Management will have final approval on coverage decisions.
3. Cath Lab employees agree that the compensatory time earned under this Agreement will be paid out to them as it is earned under the provisions of Article 8.5d. Employees and the Department agree to provide the appropriate paperwork to accomplish this payout in a timely fashion.
4. The parties agree to review this Agreement periodically in the monthly staffing meetings and may revise it as necessary.
5. UConn Health may automatically extend this agreement with two (2) weeks' notice to the Union.
6. This Agreement is without precedent to either party in any pending or future situation.

For the Union:

For UConn Health:

  
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William Garrity      11/27/24  
President, UHP      Date

  
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Jeff Geoghegan,      11/27/24  
Executive VP and CFO      Date