


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

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


1. Staff Nurses (class codes 0985, 0665, 0669, 0670, 0754) permanently assigned to the Operating Room, (org codes 81022) and Intensive Care Unit (org code 81013), will receive a \$577 per pay period stipend payable as a lump sum.
2. Staff Nurses permanently assigned to the Interventional Radiology/ Special Procedures (org code 83064), Intermediate Unit (org code 81030), Cath Lab (org code 83008), PACU (org code 81017), Electrophysiology Lab (EP Lab)(org code 80380), and Emergency Department (org code 81021), and the Critical Care RN Float Pool (org code 81003) will receive a \$462 per pay period stipend payable as a lump sum.
3. Any staff nurses to float into any of the listed units from a unit not listed will receive a \$5.78/hr Critical Care Float Differential.
4. The stipends will not be added to the base pay rate and will be prorated based on FTE. They will not become the basis for calculating shift and/or weekend differentials, or any other payments calculated using base pay. The stipend will only be paid for time worked.
5. The stipend shall not apply to new hires until the completion of six (6) months of service. Any existing employees with less than six (6) months of service shall continue to receive the stipend.
6. Article 14.3 of the collective bargaining agreement shall be revised to reflect that, when floated, ICU, IU and Critical Care Float Pool nurses will have a maximum of a five (5) patient assignment, but may be floated to all hospital and ED locations.
7. This Agreement will be in effect from June 13, 2025 to June 11, 2026.
8. The parties will meet and discuss if the need arises to extend this Agreement to other areas.

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

FOR THE UNION

 6/27/25
UHP President

FOR UCONN HEALTH

 6/27/2025
Andrew C. Agwunobi, MD, MBA
Chief Executive Officer &
Executive Vice President for Health Affairs