

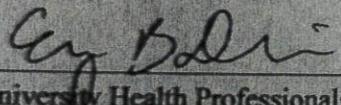
TENTATIVE AGREEMENT

**Article 19
Health and Safety**

19.12

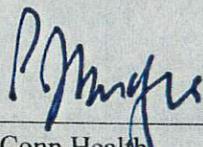
In the event UConn Health institutes any mandatory drug, or alcohol, ~~or~~ AIDS screening for all employees, the administration shall notify the Union beforehand and negotiate any impact on wages, hours and conditions of employment.

Tentative Agreement:



University Health Professionals

9/29/25.
Date



UConn Health

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TENTATIVE AGREEMENT

ARTICLE 6 – GRIEVANCE PROCEDURE

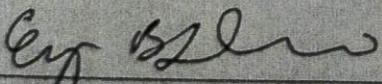
6.4 – Step Two: Executive Vice President Level.

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~~ meeting 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, or if no written response is provided within twenty (20) weekdays of the Step Two grievance meeting, 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.

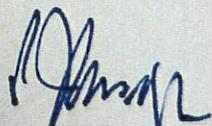
Tentative Agreement:



University Health Professionals

9/29/25

Date



UConn Health

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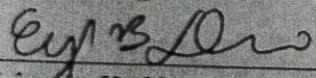
TENTATIVE AGREEMENT

ARTICLE 13 – VACATION LEAVE

Section 13.1.f.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~~ February 1 of the next year through ~~December~~ January 31 of the next following 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.

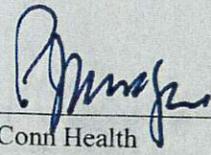
Tentative Agreement:



University Health Professionals

9/29/25

Date



UConn Health

9.29.25

Date

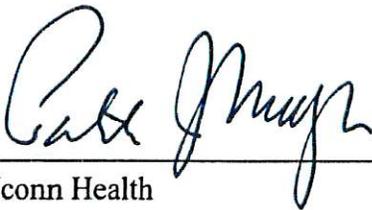
TENTATIVE AGREEMENT

ARTICLE 21 – BENEFITS
Section 21.4 e. – Tuition Reimbursement

Section 21.4. e.

Upon completion of the probationary period or any extension thereof, aAn employee shall be eligible for up to ~~\$450.00~~ **\$750.00** 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~~ **\$750.00** per year maximum (i.e., not more than ~~\$225.00~~ **\$375.00** per year), but the minimum amount of reimbursement for any one conference or workshop shall be \$35.00.



Uconn Health



University Health Professionals

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TENTATIVE AGREEMENT

ARTICLE 13 – VACATION LEAVE

Section 13.1.f.6

and

ARTICLE 27 – SENIORITY

Section 27.1

Section 13.1.f.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.~~

Section 27.1

Seniority shall be defined as an employee's length of service at UConn Health and its predecessor. **When tiebreaking may be required, the lowest State employee number will be considered senior.**



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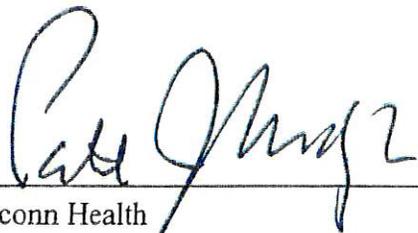
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TENTATIVE AGREEMENT

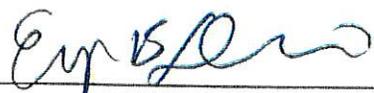
ARTICLE 33 – SUBCONTRACTING
Section 33.5

Section 33.5

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



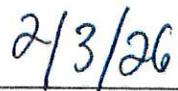
Uconn Health



University Health Professionals



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OFF-THE-RECORD PACKAGE SETTLEMENT PROPOSAL
OF
UNIVERSITY HEALTH PROFESSIONALS UCONN HEALTH IN
NEGOTIATIONS WITH
THE
UCONN HEALTH UNIVERSITY HEALTH PROFESSIONALS

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FEBRUARY 3, 2026

MARCH 5, 2026

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1. Duration:

July 1, 2025 – June 30, 2029

2. Wages:

- a) Retroactive to July ~~11~~ ~~11~~, 2025 current employees as of the date of the signing of the contract will receive a general wage increase of ~~three (3) two and one-half~~ percent (~~3-02.5%~~) ~~and a : in FY '26- step increase effective the pay period which includes January 1, 2026. s will be implemented in accordance with the existing practice. This shall also apply to employees who directly retired or were affected by position elimination on or after July 1, 2025.~~
- b) Effective July ~~10~~ ~~10~~, 2026 all employees shall receive a general wage increase of ~~three-two and one-half~~ percent (~~3-02.5%~~) ~~and a : in FY '27- step increase effective the pay period which includes January 1, 2027. s will be implemented in accordance with existing practice.~~
- c) Effective July ~~9~~ ~~9~~, 2027 all employees shall receive a general wage increase of ~~three-two and one-half~~ percent (~~3-02.5%~~) ~~and a : in FY '28- step increase effective the pay period which includes January 1, 2028 s will be implemented in accordance with existing practice.~~
- d) ~~The wage increase in the fourth year of the contract shall be subject to re-opener negotiations. In FY '29 the parties agree to re-opener negotiations on wages and step increases.~~

3. Tentative Agreements:

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All tentative agreements reached by the parties in negotiations to date shall remain as agreements and shall be incorporated into the successor contract.

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4. Urgent Shift Ability (USA):

Revise Section 15.3.d.8 as follows:

Available USA's ~~may only be called to shall~~ work in their own units unless the need is in another unit. ~~Staff, however, may voluntarily indicate availability for other units, and would only be called if no one from that unit was available.~~

5. Scheduling Practices:

Modify Section 14.15 to provide as follows:

Long Term Leaves. 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 another compatible unit
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.~~

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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.
4. For purposes of this section Long Term Leaves shall include any leaves of five (5) consecutive scheduled work days or more. Short Term Leaves include leaves of fewer than five (5) consecutive scheduled work days.

6. **Probationary Employees:**

Modify Section 18.1 to provide as follows:

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~~ automatically extend the probationary period: all leaves of absence, ~~vacation time off~~ without pay, approved intermittent leave that exceeds five (5) working days; and 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.~~

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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 (9) 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.

~~Employees promoted shall serve a six (6) month promotional working test period. If an employee does not successfully complete the promotional working test period, the employee shall be placed in an available position for which they meet the qualifications.~~

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7. Holidays:

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)	

Major Holidays: _____ Non Major Holidays: _____

<u>New Year's Day</u>	<u>Martin Luther King Jr. Day</u>
<u>Memorial Day</u>	<u>Lincoln's Birthday</u>
<u>Independence Day</u>	<u>Washington's Birthday</u>
<u>Labor Day</u>	<u>Good Friday</u>
<u>Thanksgiving Day</u>	<u>Columbus Day</u>
<u>Christmas Day</u>	<u>Veterans Day</u>
	<u>Juneteenth Day</u>

The following definitions shall be utilized throughout this Article:

- a. Salaried employees (formerly "Tier I") do not keep hourly time card records.
- b. Hourly employees (formerly "Tier II") keep hourly time card records.
- c. "Continuous operations" is defined as an area and/or job title where work is performed seven (7) days per week.

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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.

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~~"Continuous operations" is defined as an area and/or job title where work is performed seven (7) days per week.~~

- b.
 - 1. ~~Tier I Salaried~~: 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 Hourly~~: 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 Salaried~~ employee required to work on a major holiday shall accrue compensatory time at time and one half for all hours worked.
- b. ~~Tier II Hourly~~** 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 compensatory time in lieu of compensatory time pay for all holidays. For the evening shift only, any ~~Tier II Hourly~~ employee who is required to work on Christmas Eve or New Year's Eve shall be paid time and one half.
- c. ~~Tier II Hourly~~ 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.~~ If the parties are unable to agree upon a time for the

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~~compensatory day to be scheduled as in the above schedule, the compensatory time shall be paid twice per year, according to the below schedule;~~

~~a.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 or it will be paid out;~~
- ~~• Time earned between October 1st and March 31st must be used by September 30th or it will be paid out.~~

~~b.c.~~ At the discretion of UConn Health Administration any other time, Tier I* salaried and hourly employees may ~~receive request a payout of unused payment in lieu of~~ compensatory time. An employee leaving the employ of UConn Health shall ~~receive the time or be granted be paid~~ a lump sum payment for unused compensatory time.

~~a.~~ 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.~~

~~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.~~

~~b.~~

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

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

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*** Major holidays are:

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

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8. Personal Leave: (UHP Proposes to MAINTAIN CURRENT LANGUAGE)

Revise Section 12.16 to provide as follows:

~~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 any holiday, on the a major any or minor holiday, or the shift immediately following a major any 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.~~

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9. Layoff Notice: (MAINTAIN CURRENT LANGUAGE)

Revise Section 20.10 to provide as follows:

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.

10. Night Shift Menu Options:

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Revise Section 14.12 b. to provide as follows:

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, prorated for part-time employees. 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.~~

~~The menu option 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%).~~

11. **Dependent Children Tuition Waiver:**

Modify Section 21.9 to provide as follows:

For bargaining unit employees, The 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.

In addition to the waiver of tuition permitted for bargaining unit employees, under Chapter 185.b, Sections 10a-105(e)(f), and (g) of the 1983 revised Connecticut General Statutes, the Board of Trustees shall have full authority to waive tuition for dependent children of members of the bargaining unit matriculating in an undergraduate degree program at the University of Connecticut. In the event of a bargaining unit member's death while their child is enrolled in an undergraduate degree program at the University of Connecticut, the waiver, if authorized, shall only continue through the earlier of:

- (i) completion of the undergraduate degree;
- (ii) the end of the calendar year prior to the calendar year in which the child reaches the age of 24 (at which point, following Internal Revenue Service

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Guidelines, they are no longer considered dependent children as a full-time student); or

(iii) the child having completed a total of five (5) academic years.

Dependent child means the bargaining unit member's biological or legally adopted child or the member's stepchild, who is the biological or adopted child of the member's spouse.

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12. Sick Leave

Add New Section 11.5 as follows:

Employees eligible for Federal FMLA or State FMLA and/or SEBAC Supplemental Leave may request Caregiver Leave and if approved shall be required to use all accrued leave as applicable.

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Note: This proposal also applies to POST Doc. MOA.

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13. Bereavement

Article 11: Sick Leave
11. If Sick Leave

An eligible employee also shall be granted sick leave:

2. in the event of a death of the employee's spouse, parent (including step parent) or child (including step child) in the immediate family when as many as three-five working days leave with pay shall be granted. In the event of a death of the employee's sibling, step sibling, grandparent, grandchild, and step grandchild and also any relative or partner who is domiciled in the employee's household when as many as three working days leave with pay shall be granted. Immediate family for the purpose of this subsection (f.2) only means spouse, domestic partner, parent, step parent, sibling, step-sibling, grandparent, child, step-child, grandchild, and step grandchild (including "in-law" relations of the foregoing) and also any relative or partner who is domiciled in the employee's household;

The Union also ~~proposes to~~ amend the above language in the contract addendum regarding Postdoctoral Fellows.

14. Hazardous Materials

Article 19 – Section 19.6
HEALTH AND SAFETY

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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.

During the life of this Agreement, the parties commit to tasking the Job Health and Safety Education Committee with specifically discussing the issues of safe storage and disposal of hazardous materials.

15. Rating System and Job Classifications

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

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.

The parties will continue to seek a mutually agreeable system to replace the Willis System. In the interim, a Willis-trained representative of the Union, and a Willis-trained representative for UConn Health will ~~provide unofficial training to continue to train~~ members of their respective teams, including alternates, so that the current Rating Committee may meet and function.

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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 his provision, "days" shall be defined as Monday through Friday, excluding holidays.

~~Beginning July 1, 2026, the Rating committee will review 25% of job classifications each year on a rotating basis. When the committee evaluates a job classification, it will evaluate all positions within a series. For each position, the committee will:~~

- ~~(1) — Seek feedback and input from affected employees;~~
- ~~(2) — Update job descriptions;~~
- ~~(3) — Determine whether the position should be reclassified to a higher grade; and~~
- ~~(4) — Create new "levels" or "ladders" within job classifications where appropriate~~

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.

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16. Increase Union Release Time

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Article 12
LEAVES

12.2 Release Time for Union Business

- a. The Employer shall grant release time totaling ~~one (1) hour for each bargaining unit member thirteen hundred and fifty (1,350) hours~~ ~~two thousand five hundred (2,500) one thousand five hundred (1,500)~~ one thousand six hundred twenty five (1,625) hours each July 1 per year in the aggregate to bargaining agent representatives designated by the Union in accordance with Article 12.2(b,c,d) below.

17. Correct the Amount of ANM Pay

Article 14:
ASSIGNMENTS & SCHEDULING

14.2b

Individuals appointed as Assistant Nurse Managers will receive an additional \$4,160.00 \$8,320.00 each year, paid biweekly.

18. On Call Pay

Article 15: OVERTIME

15.4d.1.

1. ~~Employees currently receiving pay for being on call are paid \$4.00 minimum wage (currently \$16.35) \$10.00 per hour except that, whenever the combination of an employee's hours worked plus hours on call exceed sixty (60) hours in a workweek, the employee will be paid at a rate of ten \$10.00 per hour for each additional hour on call.~~

Employees receiving pay for being on call are paid \$4.00 per hour except that, whenever the combination of an employee's hours worked plus hours on call exceed sixty (60) hours in a workweek, the employee will be paid at a rate of ten (\$10.00) per hour for each additional hour on call.

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~~# 19 - Vacation Leave Waitlist UHP Proposes MAINTAIN CURRENT LANGUAGE~~

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~~Article 13: VACATION LEAVE
13.1~~

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~~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. If the request is denied, employees may be placed on a waitlist. If their request is ultimately approved from the waitlist, employees will be given at least 24 hours' written notice in advance of the shift for which they requested to use vacation time. 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.~~

20 — Overtime in Patient Care Emergencies

ARTICLE 15 — OVERTIME

...

15.2 b. Patient Care Emergencies

The parties agree that emergencies arise that may affect staffing and patient care. These emergencies fall into two categories:

— ~~Emergency Coverage: Staff Members who must remain on duty beyond their scheduled shift 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 epidemic) shall receive double time if they are hourly. This section shall not be pyramided with Section 19.11.~~

— ~~Staff members may only be required to remain on duty if all other efforts to adequately staff via float pool, ESN, USA, Charge/ANM with partial assignment have been exhausted.~~

— ~~Staff members will not be required to provide Emergency Coverage two or more days in a row.~~

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21 — APPs Operational Needs

Amend the current MOAs regarding Scheduling, Work Hours, and Differentials for Advance Practice Providers (APPs) to include:

Replace 23.4 to provide as follows:

- For APPs Shift length and frequency will vary depending on the patient care area and on the department's requirements for coverage. Shifts will be approved by the department head *with notice to the* Union when a change in scheduling practices is requested.

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~~*Lead* APPs who perform administrative work as part of their job duties shall be allowed to perform these duties remotely when approved by the department head and *with notice to* the Union.~~

22 CRNAs Operational Needs -- Withdrawn

23 Withdrawn

24 The MOAs currently in effect between the parties are continued.
Add the following to section 25.1:

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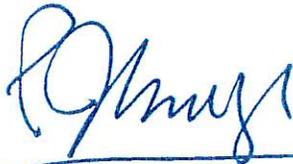
The MOA's currently in effect between the parties are continued except for any MOA with an end date or a right to end with prior notice

25.19. All other proposals of the parties not referenced herein are withdrawn without prejudice to either parties' position as to whether such proposals reflect a change in existing conditions of employment.

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The parties agree to this Tentative
Agreement on this 5th day of March,
2026



Ocean Health



University Health Professionals