

**MEMORANDUM OF AGREEMENT**  
**ICU Moonlighting Shifts**  
**September 9, 2019**

WHEREAS, UConn Health and the University of Connecticut Health Center Chapter of the American Association of University Professors (hereinafter "AAUP") are parties to a Collective Bargaining Agreement; and

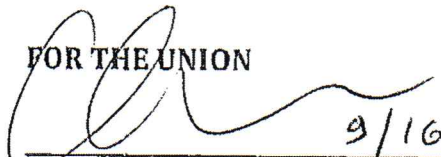
WHEREAS, in order to address provider staffing concerns while recruitment efforts are underway in the Intensive Care Unit ("ICU"), UConn Health and AAUP had previously entered into an August 23, 2018 Memorandum of Agreement Concerning ICU Moonlighting Shifts (hereinafter "2018 ICU Moonlighting Shift MOA") that expired on December 30, 2018; and

WHEREAS, the Parties wish to extend the 2018 ICU Moonlighting Shift MOA;

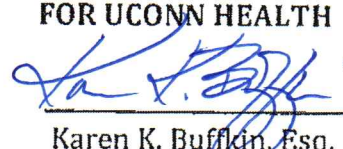
NOW, THEREFORE, the Parties hereby agree as follows:

1. Retroactively effective to January 1, 2019, the nightly rate for on-call moonlighting shifts for ICU faculty members will be \$500.00 per night. This nightly rate applies to additional night shifts above those agreed upon in an individual faculty member's existing contract.
2. Additionally, the <sup>in house (IE) KKB</sup> ~~on-site~~ rate will be \$200.00 per hour.
3. While this Agreement remains in effect, moonlighting payments will be paid every four ("4") weeks to ICU faculty members, rather than quarterly. This will require the entry of any moonlighting shifts worked into their timecard every four ("4") weeks.
4. This Agreement shall remain in effect indefinitely. Nonetheless, UConn Health may terminate this Agreement with sixty ("60") days' written notice to AAUP.

**FOR THE UNION**

  
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Ibrahim Elali, M.D., FACP      Date  
President, UCHC-AAUP      9/16/2019

**FOR UCONN HEALTH**

  
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Karen K. Buffkin, Esq.      Date  
Interim Associate V.P. for H.R      9/16/19  
Exec. Dir. of Employee Relations