

**MEMORANDUM OF AGREEMENT (MOA)
SOM Faculty WRVU Reduction Amendment To EPIC MOA(April 13, 2018)**

**University of Connecticut Health Center, American Association of University
Professors (UHC-AAUP)**

This is a Memorandum of Agreement between the University of Connecticut Health Center (hereinafter "UConn Health" or "UCH") and the University of Connecticut Health Center Chapter of the American Association of University Professors (UHC-AAUP) (hereinafter "the Union") (collectively referred to as the "the Parties").

1. For all SOM faculty on ABPs for the two fiscal quarters from July 2018-December 2018, their bonuses will be calculated as either; the average RVUs earned from July 1, 2017-April 30, 2018, or their actual earned RVUs, whichever is higher. Bonuses calculated for the third and fourth quarter of FY19, will be from their actual earned RVUs.
2. If any provision of this agreement shall be held to be invalid or unenforceable for any reason, the remaining provisions shall continue to be valid and enforceable. If any arbitrator finds that any provision of this agreement is invalid or unenforceable, but that by limiting such provision it would become valid and enforceable, then such provision shall be deemed to be written, construed, and enforced as so limited.
3. This agreement is intended to supplement the terms of the EPIC MOA executed April 13, 2018 and does not render null and void any of the clauses in said agreement which do not conflict with this agreement.
4. This agreement constitutes the full and complete understanding of the Parties. No other promises or agreements shall be binding unless placed in writing by the Parties.
5. The Parties agree that this agreement is unique to these particular circumstances and without precedent for either party for any pending or future situation. Neither this document nor the fact of its existence will be introduced by either party in any other forum.

FOR THE UNION

Kevin P. Claffey, Ph.D.

President, UHC-AAUP

FOR UCONN HEALTH

Karen K. Buffkin, J.D.

Executive Director Employee Relations

Date

Date

10/10/18