

**MEMORANDUM OF AGREEMENT
BETWEEN
THE UNIVERSITY OF CONNECTICUT
AND
THE UNIVERSITY OF CONNECTICUT PROFESSIONAL
EMPLOYEES ASSOCIATION (UCPEA)**

Except as modified herein, the Collective Bargaining Agreement between the University of Connecticut and the University of Connecticut Professional Employees Association, (UCPEA) Local 3695, AFT, AFT-CT, AFL-CIO, effective July 1, 2007, through June 30, 2011, will continue in full force and effect.

This Agreement is entered into by the parties in accordance with Article 25.1 (Career Ladders) of the current collective bargaining agreement.

This agreement shall apply to Student Health Services (SHS) Nurses (UCP VI) and establishes a Clinical Career Progression Program (CCPP) for SHS Nurses. The program consists of three tiers, RN1, RN2-Advanced Level, and RN3 – Excellence in Practice. The CCPP is voluntary for all SHS Nurses, except that the RN1 level is mandatory for all nurses and does not lead to additional compensation. RN1s are required to perform the duties and responsibilities outlined in the UCP 6/SHS Nurse Job Description.

The CCPP is delineated in a separate document entitled, "University of Connecticut Student Health Services Career Clinical Progression Program for Staff Nurses, (UCP-VI)," and shall be governed in accordance with that document. In addition, the terms of this Agreement apply to the CCPP.

Movement between the tiers will be compensated as follows:

One Thousand Three Hundred and Fifty Dollars (\$1350.00) for a move from RN1 to RN2 – Advanced Level; and,

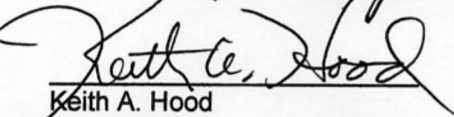
One Thousand Three Hundred and Fifty Dollars (\$1350.00) for a move from RN2 – Advanced Level to RN3 – Excellence in Practice.

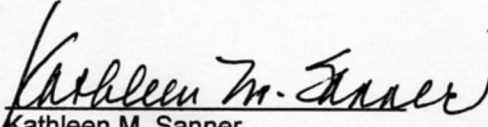
Part-time employees shall receive pro-rated salary adjustments in accordance with Article 32 of the current collective bargaining agreement. The compensation that a nurse will receive upon completion of step, whether the full amount or a pro-rated amount, will be based on the percentage of hours that the nurse is regularly assigned to work on the date that the program step is completed, and will not change, regardless of a subsequent change in the percentage of hours that the nurse is regularly assigned to work.

On or after July 1, 2009, the Master Labor Management Committee (MLMC) will evaluate this program in terms of impact on job satisfaction, productivity, effective use of resources, ease of administration, and such other elements as the parties agree are useful. The evaluation will be provided to the Provost with a copy to UCPEA no later than thirty days after the MLMC issues its review of the program. Nothing in this agreement binds either party to continue this program.

In no case shall a decision to deny an applicant a move to a higher level under the provisions of the CCPP or a disagreement with the reasons given for such a decision be grievable or arbitrable under this agreement, and/or the Collective Bargaining Agreement.

Signed this 17 day of Sept., 2007.


Keith A. Hood
Manager of Labor Relations
University of Connecticut


Kathleen M. Sanner
First Vice President for Collective Bargaining
UCPEA