

**MEMORANDUM OF AGREEMENT (MOA)**  
**University of Connecticut Health Center, American Association of**  
**University Professors (UCHC-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 (UCHC-AAUP) (hereinafter “the Union”) (collectively referred to as the “the Parties”) concerning EPIC Launch and Implementation.

1. Clinical faculty in SOM and SODM who complete EPIC training, during the implementation period (on or before the “go live” date), will have one (1) additional vacation day added to their balance as of the first (1<sup>st</sup>) pay period of FY19.
2. UCH will provide a spreadsheet reflecting the workflow assistance (elbow to elbow) planned for each department/division/other entity for EPIC Launch. However, the Parties acknowledge that workflow assistance is subject to changes as we progress through implementation and “go live”. At UCH’s discretion, UCH will provide updated spreadsheets to the Union reflecting significant changes to the workflow assistance.
3. Faculty Merit Plans will be adjusted to exclude the month of May 2018 when bonuses are calculated for FY20 (July 1, 2019-June 30, 2020). The FMP clinical target year shall consist of March 13, 2018-April 13, 2019.
4. Clinical faculty in SOM on an ABP will have their individual WRVU’s adjusted for the month of May 2018 to reflect their average RVU value of the prior 10 months (July 1, 2017-April 30, 2018) or their earned WRVUs, whichever is greater.
5. The Parties agree to meet and discuss impacts of significant EPIC-related emerging issues, including data transfer by clinicians, upon request of one of the parties.
6. 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.
7. 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.
8. 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 Claffey, PhD. (signed) 4/13/2018**

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Kevin Claffey PhD. Date  
UCHC-AAUP

**FOR UConn Health**

**John Peeples (signed) 4/13/2018**

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John Peeples Date  
Vice President for Human Resources