

## **Memorandum of Understanding**

The COVID-19 pandemic and associated national health crisis has presented unique circumstances and placed unprecedented demands upon the health care delivery system. In light of these circumstances and demands, including the ability to provide critical health care services to an unusually high number of patients, as well as during times of patient surge, UPH – Meriter and SEIU Healthcare Wisconsin hereby agree to temporarily suspend the requirements set forth at Paragraph 14 of Appendix H for exchange of previously approved Earned Time (or BSE). UPH-Meriter and SEIU agree, on a non-precedential basis, to allow bargaining unit employees to exchange “or remove” BSE when working an extra shift, other than for the limited purpose of filling a shift meeting the requirements under Paragraph 14 of Appendix H.

This Memorandum of Understanding will sunset on the later of \_\_\_\_\_, 2020, or the conclusion of the state of emergency.