

**MEMORANDUM OF AGREEMENT
About Redeploying SHARE Members
In the Winter 2021 COVID-19 Surge**

This Memorandum of Agreement is made by and between UMass Memorial Medical Center ("UMMMC") and the SHARE Union ("SHARE"). UMMC and SHARE are parties to a collective bargaining agreement dated October 1, 2018 through September 30, 2022. UMMC is preparing for a second surge of the COVID-19 pandemic and anticipates a reduction in certain elective, nonessential in-patient medical services to prepare for an increase in COVID-19-related hospitalizations.

SHARE members working in such departments with reduced medical services may need to be temporarily redeployed to work in other departments. SHARE and UMMC are trying to work together in a way that helps us care for our patients, and to protect and care for our caregivers—all while the situation is changing daily. The parties understand that UMMC's staffing needs because of the winter COVID surge are fluid in nature and subject to change. We make this agreement to try to make the best of an extremely difficult situation.

The Summary

- Some SHARE members will continue to work in their home department, and some will redeploy where needed for the COVID-19 surge.
- SHARE members may volunteer for redeployment. Other SHARE members may be requested to redeploy by UMMC.
- SHARE members who are asked to redeploy but who decline, will be placed on furlough.
- SHARE members on furlough may use their own paid time off or may be eligible for unemployment.

The Details

SHARE and UMMC agree to these principles for redeploying SHARE members:

1. SHARE and UMMC recognize that this winter surge of COVID patients could be worse than the Spring 2020 surge, and that the need for help in some inpatient departments is urgent. We urge SHARE members to volunteer to help in other departments if they can. There is plenty of work that needs to be done to care for our patients.
2. SHARE members who stay at work in their home department or agree to be redeployed to another department will continue to have jobs with pay and benefits at their normal rates, so they stay financially whole.
3. SHARE members who are not needed in their regular work area due to a reduction in services because of COVID-19, may be temporarily redeployed to help in other departments within UMMC based on their experience, skill set, and operational needs. SHARE members may only redeploy to locations at which the SHARE bargaining unit does not have a presence on a voluntary basis.

4. Initially, UMMMC will seek to redeploy staff to other departments on a volunteer basis. The process used to consider who may temporarily redeploy to other areas will be determined using several factors:
 - o Manager (or their designee) will determine the number of staff needed to remain in their regular department. Managers may also identify specific skills needed to stay in the home department. Managers should document these needs for the purposes of transparency and to avoid the appearance of favoritism. SHARE will be informed when factors other than volunteering and seniority are being used to determine who is redeployed.
 - o Once those needs are identified, leadership will communicate them to staff and seek volunteers from among the staff to temporarily redeploy to another department.
 - o Volunteers will have the opportunity to elect their preferred assignment (assuming there is more than one choice).
 - o Any remaining staff who have not volunteered will be redeployed by reverse seniority to help in other areas at UMMMC, if the operational needs require more people than the number who volunteered.
 - o Travelers and per diems will be redeployed before a SHARE member (other than a volunteer) unless the traveler does not have the requisite skills/competencies take a redeployment assignment.
5. Members who are released from their home department for redeployment but decline to redeploy for reasons other than an underlying medical condition will be subject to furlough. While on furlough, SHARE members can use their own paid time off or may be eligible for unemployment. UMMMC will not contest claims for Massachusetts unemployment compensation. UMMMC will respond accurately to any inquiries from the Massachusetts Division of Unemployment Assistance.
6. A SHARE member on furlough will stay out of work until recalled to their home department by UMMMC with some notice.
7. Every effort will be made to redeploy SHARE members within their own facility before redeploying a member to a different campus. SHARE members being asked to redeploy will first be asked if they are willing to redeploy within their own campus before being asked if they are willing to redeploy to another campus.
8. The parties commit to consistent union-management communication for the duration of the time that staff are redeployed to other departments. A Labor Pool Problem Solving group will meet weekly. UMMMC will provide lists of which SHARE members are redeployed to which departments on a weekly basis.
9. When a SHARE member declines the available assignment options for a particular reason, but is willing to take a different labor pool assignment, the Labor Pool Problem Solving group will be notified. If the LPPS cannot find an immediate assignment that works for the person, they will be placed on furlough. The LPPS will discuss whether the SHARE member has good reason for declining the assignment such that he or she should continue to be eligible for redeployment. If so, the SHARE member who is on furlough but decides that they want to take a labor pool assignment may contact the LPPS to see if there are available assignments.
10. Staff will receive the same rate of pay for redeploying to other departments as they earn in their current role.

11. Staff who redeploy will only be asked to do work that is consistent with their skills and capabilities. They will receive training on any new tasks from a manager or seasoned staff member who can precept.
12. SHARE members who redeploy to other areas will be assigned their normal working hours wherever possible. UMMMC recognizes that asking someone to work a different shift can be difficult for the employee and their family and will only do so if it cannot find another solution to fulfill patient care needs. A union-management pair will case manage any request to redeploy to a different shift that isn't voluntary. SHARE members may volunteer to redeploy to a different shift and are encouraged to do so if they are able.
13. The parties acknowledge the emotional and physical demands on caregivers caring for COVID-19 patients. Where operational and patient care needs permit, the LPPS group may work with SHARE members and managers who want to explore ways to rotate staff in and out of redeployment. as well as help departments make it possible for SHARE members to job share a redeployment position.
14. SHARE members will have the properly-fitted PPE for all tasks they are asked to do and will be trained to use it correctly. UMMMC will provide the safest level of protection available to employees as necessary for the performance of their job and will allow SHARE members to use their own personal protective equipment that are properly approved according to UMMMC protocol.
15. The parties will take individual SHARE member's situations seriously if working in another area becomes difficult. The LPPS will case manage any individual issues that arise and discuss how the process is going weekly. SHARE members can reach the Labor Pool Problem Solving group by writing to comment@theshareunion.org or leaving a message at 508-929-4020 x10.
16. Employee input about modifications of how this process might function more smoothly, or better meet SHARE member preferences, will be welcomed.
17. Nothing in this MOA is intended to prohibit SHARE members from volunteering to pick up extra shifts in any other area of UMMMC that may be posted because of COVID-19 related needs.

Dated this 13th day of January 2021.

UMass Memorial Medical Center

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SHARE

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