

ADDENDUM MEMORANDUM OF AGREEMENT

UNIVERSITY HOSPITAL

AND

**HEALTH PROFESSIONALS AND ALLIED EMPLOYEES, AFT, AFL-CIO
LOCAL 5094**

UNIVERSITY HOSPITAL (“Hospital” or “Employer”) and the HEALTH PROFESSIONALS AND ALLIED EMPLOYEES, AFT, AFL-CIO, LOCAL 5094 (“Union”), having engaged in negotiations for an agreement to succeed the current Collective Negotiations Agreement (“Agreement”) between the Hospital and the Union that expired on September 30, 2024, and executed a successor Agreement on April 1, 2025 for a three (3) year term (October 1, 2024 through September 30, 2027), hereby agree to the following amendments to the Agreement as set forth below:

1. Effective the pay period closest to the date that the increases are agreed upon, Social Workers will be placed on Grade 25S (PS Salary Table Effective October 1, 2025) at their current step.
2. Effective October 1, 2026, Social Workers will move one (1) Step on Grade 25S (PS Salary Table Effective October 1, 2026).
3. Social Workers who are employed as of June 18, 2026, and eligible for the aforementioned increase, shall receive retroactive pay to May 4, 2026.

IN WITNESS WHEREOF, the parties have caused this Addendum MOA to be signed by their duly authorized representatives on this 20 day of August 2026.

FOR UNIVERSITY HOSPITAL:



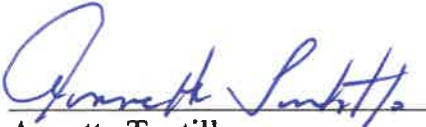
Eva M. Serruto, Esq.
Director Labor Relations



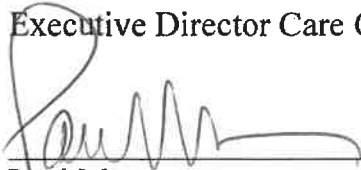
McKenzie Wilson
Interim Chief Human Resources Officer
and Chief Legal Officer



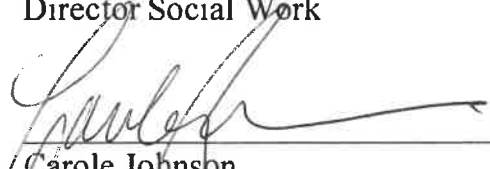
Robert Iannaccone
Interim Chief Operating Officer



Annette Tantillo
Executive Director Care Coordination



Paul Mennona
Director Social Work



Carole Johnson
President and Chief Executive Officer

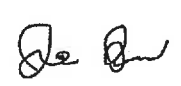
FOR THE UNION:



Debbie White
HPAE President



Christine Munc
HPAE Staff Representative



Joel Brooks
HPAE Staff Representative



Ryan Novosielski
Co-President HPAE 5094