

MNA-UMPNC's stance regarding this incentive for PCC NPs:

“Although the PCC NPs are salaried, there should not be a lack of consideration for them being treated as all other bargaining unit members in regard to incentive levels and also equivalent to other NPs with similar FVR. The mere fact that these NPs have a higher FVR than previous groups; yet, are being offered less, is not consistent with the conversations at the negotiation table and appears arbitrary in nature. At this time, UMPNC will not stand in the way of the payment of standard incentive. We are requesting a step one dispute meeting related to this matter though.”

AGREEMENT
Pediatric Critical Care Medicine Nurse Practitioners (NPs)
Provider Coverage Incentive
October 30, 2022 - November 30, 2022

This confirms the agreement reached between the University of Michigan, and the Michigan Nurses Association (MNA) and its University of Michigan Professional Nurse Council (UMPNC), hereinafter called "Association," concerning a critical staffing incentive for Pediatric Critical Care Medicine Nurse Practitioners ("NPs").

1. Effective beginning **October 30, 2022 at 6:00 am** through **November 30, 2022 at 6:00 am** shifts available for ASD will be offered to eligible Pediatric Critical Care Medicine Nurse Practitioners by email and those interested will be given three days from the date of the email to respond, also by email, to the scheduler indicating their interest. ASD shifts will be distributed evenly amongst interested team members by the Pediatric Critical Care Medicine Nurse Practitioner Nurse Manager as best supports unit staffing.
2. On days when additional team members are needed to meet service requirements, volunteer Pediatric Critical Care Medicine Nurse Practitioners will be paid at two times (2.0) their normal hourly rate for every additional 12-hour day shift/14-hour night shift worked beyond their regularly scheduled hours.
3. Individuals providing coverage as unscheduled over appointment hours will be considered for this incentive on a case-by-case basis.
4. This incentive applies to direct patient care hours worked only.
5. Incentive hours are not guaranteed and will be cancelled when no longer needed to meet staffing/patient care needs. The unit will release those employees working incentive hours before any other employee working if no longer needed.
6. If, during the week of a Holiday, the NP has chosen to use the Holiday Week PTO premium, the employee is not eligible for this incentive for hours prescheduled to meet the requirement of paragraph 355 during the same week. However, any additional shifts worked above and beyond the prescheduled hours required under paragraph 355 will qualify for this staffing incentive.
7. Hours picked up to cover incremental PTO do not qualify for this incentive.
8. Any use of unscheduled time off (with the exception of unscheduled PTO related to FMLA or extended sick leave) during the scheduling period disqualifies the NP from eligibility for payment of the incentive for a corresponding number of shifts. If this occurs, the NP will receive his or her regular hourly rate of pay for any such additional shifts worked. [Example: NP commits to working two additional 12-hour day shifts/14-hour night shifts and unscheduled time off for one shift. As the result of the one instance of unscheduled time off, the NP is only eligible to receive the incentive rate for one (1) 12-hour day shift/14-hour night shift and will receive the regular hourly pay for the other shift].
9. This Agreement supersedes or otherwise replaces any similar Agreement regarding incentive pay that may currently be in effect for this department involving Pediatric Critical Care Medicine Nurse Practitioners.