

**AGREEMENT**  
**Adult Cardiac Stepdown Nurse Practitioners (NPs)**  
**Provider Coverage Incentive**  
**October 31, 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 **Adult Cardiac Stepdown Nurse Practitioners ("NPs")**.

1. Effective beginning **October 31, 2022 at 6:00 am** through **November 30, 2022 at 7:00 pm** shifts available for ASD will be offered to eligible Adult Cardiac Surgery - Stepdown 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 Adult Cardiac Surgery - Stepdown NP Nurse Manager as best supports unit staffing.
2. On days when additional team members are needed to meet service requirements, volunteer Adult Cardiac Surgery - Stepdown Nurse Practitioners will be paid at two times (2.0) their normal hourly rate for every additional 13-hour 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 13-hour 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) 13-hour 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 Adult Cardiac Surgery - Stepdown Nurse Practitioners.

It is further understood that this agreement is without prejudice as to the future interpretation and

application of the terms of the collective bargaining agreement or actions the University or UMPNC may or may not have taken in the past or may or may not take in the future in cases of similar circumstance.


**For the University:**

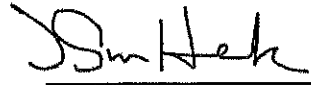
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Wade Baughman, JD                      Date  
Interim Director of Labor Relations

\_\_\_\_\_  
David C. Miller, MD, MPH              Date  
President, U-M Health

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Nancy May, DNP, RN-BC                Date  
Chief Nursing Executive

**For the Association:**

  
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Renee Curtis, BSN, RN                      Date  
UMPNC President                              10/31/22

  
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Julia Smith-Heck                              Date  
MNA Representative                              10/31/2022