

AGREEMENT

ENHANCED – Over Appointment/Over Time Incentive

January 23, 2022 at 7:00 p.m. through February 19, 2022, at 6:59 p.m.

This confirms the agreement reached between the University of Michigan, the Michigan Nurses Association (MNA) and its University of Michigan Professional Nurse Council (UMPNC) concerning an incentive for Regular permanent nurses working in the: **5D(SICU), UHOR, 8B, AES, ECMO, CVCOR, PICU, PCTU, CES, PCC-CSR CLUSTER, 8D.**

Effective, **January 23, 2022 at 7:00 p.m. through February 19, 2022 at 6:59 p.m.** an over-appointment/overtime (OA/OT) incentive will be offered to nurses who work in the above-named unit(s) as follows:

1. The 4-hour individual limit as provided in the collective bargaining agreement for OA/OT per scheduling period will continue for purposes of securing sufficient nursing resources to meet patient care needs. Please refer to the Collective Bargaining Agreement regarding exceptions to the OA/OT individual limit.
2. The incentive will be paid to staff for all OA/OT hours worked in those areas that have been authorized to provide this incentive. The incentive for OA will be **2.0** times the individual employee's hourly rate or will be paid at **1.5** times the individual employee's hourly rate with **.5** hours of PTO added to the employee's bank for every OA hour worked. The incentive for OT will be **3.0** times the individual employee's hourly rate or will be paid at **2.5** times the individual employee's hourly rate with **.5** hours of PTO added to the employee's bank for every OT hour worked.
3. This incentive applies to direct patient care hours worked only.
4. This incentive will be paid in dollars unless the employee specifically requests the PTO option.
5. Effective the date of this agreement, this overtime/over appointment incentive is intended to replace and will be paid in lieu of any prior overtime/over appointment incentive previously agreed to for the same scheduling period.
6. Incentive hours are not guaranteed and will be canceled 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.
7. Prescheduled OA (during schedule development) qualifies for this incentive if it is worked during the period the agreement is in effect, and once the 4-hour individual limit is met. Any additional hours because of coverage for extended absences as per Para 185P, are not considered as prescheduled OA and are not entitled to both the \$8/hour premium and these special incentives. Qualified OA/OT hours beyond the extra coverage hours noted in Para 185P may be counted and qualify for these special incentives as applicable.
8. If, during the week of a Holiday, the RN has chosen to use the Holiday Week PTO premium (paragraph 355), the employee is not eligible for this incentive for the hours prescheduled to meet the requirement of paragraph 355 during that same week. However, any OA/OT hours worked above and beyond the prescheduled hours required

under paragraph 355 will qualify for OA/OT incentive, including allocation towards PTO if the employee so chooses.

9. Any hours worked on the holiday that qualifies for holiday premium pay and an equal number of holiday hours (2.5x/3.0x) are ineligible for this incentive.
10. All hours picked-up to cover incremental PTO do not qualify for this incentive.
11. Any use of unscheduled time off during the same week that OA/OT is worked removes eligibility for this incentive in that same week unless the unscheduled time off was used in connection with previously approved FMLA. Use of Extended Sick during the same week that OA/OT is worked does not remove eligibility for this incentive in the same week.
12. Time off due to low census will not affect eligibility for the incentive during that same week.
13. Individuals must meet contractual language about being qualified to float to work in the unit(s) described above.

It is further understood that this agreement is without prejudice to the future interpretation and application of the terms of the collective bargaining agreement or actions the University or MNA/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:

For the Association:

Michelle Sullivan, JD
Director, Labor Relations

Date

Renee Curtis, BSN, RN
MNA/UMPNC President

Date

Cathy Kendrick MS, RN, CNML, NE-BC
Chief Nursing Officer, UH/CVC

Date

Vince Schraub, JD
Labor Representative

Date

Kelly Baird-Cox, DNP, RN, CPNP, CPEN, CEN,
TCRN, NEA-BC, CENP, CPPS
Chief Nursing Officer, CS Mott Children's and VVW Hospital

Date

Nancy May, DNP, AMB-BC, NEA-BC, FAAN
Chief Nursing Executive, UM Health

Date

Updated: 2/2/2022