AGREEMENT

Overtime/Over Appointment Incentive
Pediatric Intensive Care Unit (PICU) including 4 ICU Overflow Beds located in PICU
Saturday, October 30, 2021, at 11:00pm, through Saturday, November 27, 2021, at 11:00pm

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 Pediatric Intensive Care Unit (PICU) including the 4 ICU Overflow beds located in PICU.

Effective beginning Saturday, October 30, 2021, at 11:00pm, through Saturday, November 27, 11:00pm an over-appointment/overtime (OA/OT) incentive will be offered to all nurses who work in the PICU including the 4 ICU Overflow Beds located in PICU.

The incentive will be as follows:

1. The 4-hour individual limit for OT per scheduling period will continue for purposes of securing sufficient nursing resources to meet patient care needs. Only OA and OT hours worked in the PICU including the 4 ICU Overflow Beds located in PICU will count toward these limits. Please refer to the Collective Bargaining Agreement regarding exceptions to the OA/OT individual limit.

2. Following the completion of the first 4-hours of OT/OA, an incentive will be paid for staff working in the PICU including the 4 ICU Overflow Beds located in PICU. The incentive for OA will be 1.5 times the individual employee's hourly rate or will be paid at 1 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 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 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. 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.

6. 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.

7. 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 during that same week.
8. 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.
9. All hours picked-up to cover incremental PTO do not qualify for this incentive.
10. 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.
11. Time off due to low census will not affect eligibility for the incentive during that same week.
12. 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:

_____ _____
Michelle Sullivan, JD — Date
Director, Labor Relations

_____ _____
Kelly Baird-Cox, DNP, RN, CPNP, CPEN, CEN, TCRN, NEA-BC, CENP, CPPS — Date
Chief Nursing Officer

_____ _____
Nancy May, DNP, AMB-BC, NEA-BC, FAAN — Date
Chief Nursing Executive

For the Association:

_____ 10/29/2021
Anne Jackson, RN — Date
Interim MNA/UMPNC President

_____ 10/29/2021
Vince Schraub, JD — Date
Labor Representative