

# UMPNC INDEPENDENT UNION

## OUR NEW CONTRACT

Your elected UMPNC Independent representatives bargained the new contract that will go into effect July 1, 2021, not MNA/NNU's hand-picked representatives. MNA/NNU continues to lie to us about the contract being threatened, despite it going into effect July 1. They lie and try to confuse us so that they can keep collecting our dues money. Since we, your elected UMPNC Independent representatives, were the ones who sat at the table and negotiated this contract, we wanted to tell you about what to expect on July 1.

- A **3% compensation increase** which will be calculated based upon the Level C rate for all Framework and RSAM nurses effective the first pay period in July. Nurses in the N-4, N-5, and N-6 levels, as well Nurse Practitioners, will receive a 3% increase effective the first pay period in July. Applicable rates are set forth in Schedule A.
- An **extension of the current step increase provision** through June 30, 2022 for those nurses eligible to advance an additional step on their anniversary date, consistent with paragraphs 613 and 614 of the bargaining agreement, namely:
  - Section C Subsequent Step Movement
    - Following initial placement on a step, an employee will move to at least the next higher step on the employee's anniversary date. Step increases will occur as applicable through June 30, 2021.
    - Movement to Step 14 will occur only after having been in Step 13 for 12 months and possessing 18 years of seniority with the University of Michigan. This step Increase may occur when both conditions have been satisfied on either an anniversary date or new contract schedule implementation.
- Employees in the pay grades for Framework Levels A-F, N-3, RSAM, N-4, and N-5 in Step 13 and 14 prior to the start of July 2021 Salary Schedule who do not receive a step increase on their anniversary during the July 2021 salary schedule will receive a **\$1000 lump sum bonus**, prorated for appointment, in December 2021
- A **\$500 lump sum implementation bonus**, prorated to appointment, payable during the first pay period of July 2021

*We, your elected UMPNC Independent representatives sat at the table and negotiated this contract* and are happy to answer any questions you might have.

Donna Carnahan, VICE PRESIDENT  
Desiree Conyers, CHIEF REP, OFF-SITE  
AMBULATORY CARE  
Lynn Detloff, CHIEF REP, P/P/P AND VAST  
Becky Mammel, DISPUTE CHAIR  
Katie Oppenheim, PRESIDENT

Thea Picklesimer, CHIEF REP, ON-SITE  
AMBULATORY CARE  
Katie Scott, CHIEF REP, UH/CVC  
ICUS/ED/SURVIVAL FLIGHT  
Deborah Totzkay, CHIEF REP  
OR/PROCEDURE AREAS  
Barbara Van Kainen, CHIEF REP, APRNs