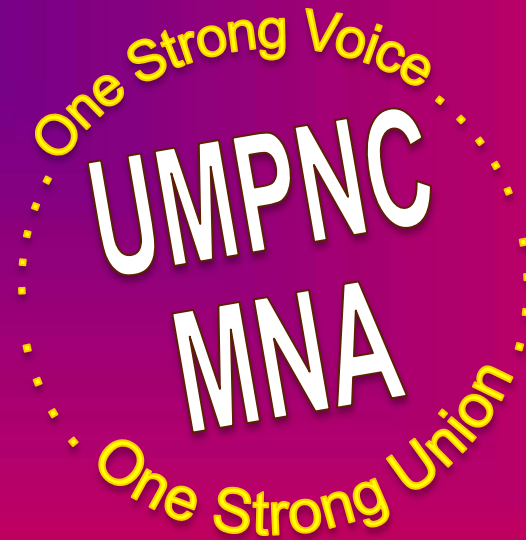


2011 UMPNC NEGOTIATIONS

Tentative Agreement



2011 Negotiating Team

November 2011



Schedule for Tentative Agreement Ratification and Voting

Tuesday, Nov 1

10:00pm Ford Auditorium

Wednesday, Nov 2

Midnight Ford Auditorium

8:00am MCHC Auditorium

1:30pm Ford Auditorium

4:00pm Ford Auditorium

5:45pm Ford Auditorium

8:00pm Ford Auditorium

Schedule for Tentative Agreement Ratification and Voting

Friday, Nov 4

- | | |
|---------|--------------------------------------------------|
| 7:00am | Ford Auditorium |
| 12:00pm | Sheldon Lecture Rm
(Towsley Center –Max. 120) |
| 4:00pm | MCHC Auditorium |
| 6:00pm | MCHC Auditorium |

Saturday, Nov 5

- | | |
|--------|------------------------------------|
| 7:30am | Dow Auditorium |
| 7:30pm | Dow Auditorium
(Towsley Center) |

Article 3: Professional Nursing

- Para 17A:

Registered Nurses will be included in the decision making process as it relates to direct nursing care in the unit/department areas:

- Professional Accountability
- Utilization of Evidence Based Practice
- Respectful and Effective Communication
- Commitment to Safety

Article 3: continued

- Para 18:

Includes new language that supports the nurse who has concerns with his/her assignment which may compromise patient care and/or safety.

Article 3: continued

- Para 19A:
 - Expands participation of RN's to be included in any revisions of patient care areas.
- RN's from affected area and a representative selected by UMPNC.



Article 3

Section A : Clinical Authority

- Para 20:
More clearly defines
“Practice of Nursing”
including the
Michigan Public
Health Code definition.



Article 3

Section A : Clinical Authority

- Para 20A:
 - Clarifies delegation of Unlicensed Assistive Personnel
 - Strengthens language referring to professional judgment and the right and responsibility to question orders/directives that are potentially harmful to the patient.

Article 3

Section C: Policies, Procedures, Practice and New Initiatives

- Para 25:

Relates to Professional Practice Model (PPM) incorporated PPM into contract language to ensure:

- Committees that are filled by election will have one member appointed by UMPNC
- Committees with appointed members will be selected by UMPNC

Article 3

Section E: Technology and Equipment

- Para 27A:

New language that ensures nurses will be given paid time for appropriate training and education that allows them to do their duties safely and effectively. This includes training for new programs (Epic, Ormis, Centricity, etc..) and new equipment (pumps, Innercool, cardiac monitors, etc.).



Article 6

Section A: Non-Discrimination

- Para 44:
Aligns contract language
with the broader
University
non-discrimination
language.



Article 8

Representation Service Fee

- Para 57:

Clarifies current practice that there is a responsibility to pay dues whenever there is not a paycheck received.



Article 12

Components of Earnings & Paycheck Corrections

- Para 87A:

A consistent time keeping system for Ambulatory Care (AC) will be maintained and any changes to the system will be reviewed by both parties.

Article 13

Sequence for Development of Unit Schedule

- Para 91 # 8:
Unit Based Temporary (UBT) employee
changed to Per Diem (definitions Article
1 para 9a)

Article 13

Staffing and Scheduling Guidelines

- Para 95A (new):

Contract language to support scheduling based on unit staffing models. Driven by patient care needs, includes defined variables ie acuity, staff/skill mix, etc...

Article 13: continued

- Rest Periods

- Para 96A (new): Contract language to support uninterrupted lunch breaks.

- Weekend Assignment & Bonus:

- Para 100: Enables employees to choose to work split weekends
- Para 101: Clarifies definition of weekend

Article 14

Workload Review

- Para 135B:
Identifies information to be provided and reviewed in monthly WRC meetings.
- Para 135D:
Identifies information to be provided and reviewed in MVN/MVC WRC meetings.

Article 14

Workload Review

- Para 136B:
Reviews Hours per Patient Day (HPPD) and other metrics used for staffing decisions
- Para 136C:
Gives WRC ability to develop an acuity tool (where applicable) for use in making staffing decisions

Article 14

Problem Solving Process Related to Workload Concerns

- Para 137c & d:
Identifies process for resolving issues that are not resolved at the WRC level and a timeline for doing so.

Article 15

Overtime

- Para 148.2:

Time worked pursuant to Article 29- Paid Time Off will count unless the PTO is unscheduled, or PTO that has been granted through the Incremental PTO process.

Article 15A

Assigned Time Off

- Para 164A & D:
Revised order for Assigned Time Off list

Article 17

Section B: On Call Pay

- Para 171:

HOME CARE SERVICES

MVN/MVC \$4.77

HCAC \$5.01

NP-4 \$6.13



Article 20

Variable Activity

- Para 184 and 184A (deleted):
Reassignment of new nurses and probationary nurses

Article 20

Section C: General Conditions

- Para 184F:

Potential for bonus for transferring off unit with variable activity to unit with needs.

- Para 184G:

Probationary employees who are reassigned, probationary period may be extended

Article 20

- Para 185H 1:

Adds language to guarantee a part time employee will be able to increase their appointment fraction through CSR or Ambulatory Care Nursing Resource Pool (ACNRP)

Article 20A (New)

Per Diem

- New Article - Per Diem
 - Adding Per Diem staff (formerly unit based temporary) to the bargaining unit
- Refer to Article 1: para 9a

Article 26

Reduction of the Working Force and Recall Procedure

- Para 245C:

Language added to include
MVN/MVC employees.

Article 27

Transfers and Promotions Demotions and Laterals

- Para 278: UMPNC goal for changing/adding language:
 - Reduce number of rotating shift positions
 - Provide opportunity for 8 hour shift positions
 - Promote access to increase appointment fraction to provide full time benefit eligible.

Article 29

Paid Time Off

Para 327, 328 and 331:

Reflects the change in Short Term Disability to Extended Sick Time as outlined in Article 30.

Article 29

- Para 333 O:

Interim PTO-New Language to allow access to interim PTO outside of the annual request period.

- Para 333 P 1.1:

Incremental PTO access clarification of “scheduled” and “occasional”.

- Para 333 P 1.11:

Language added “unless the CSR nurse agrees”.

Article 29

Formal Problem Solving Meetings

- Para 333 P 3 – 333 P 3b

Separate Tracks for:

- Attendance
- Tardies
- Unapproved no pay

Article 30

Extended Sick Time (EST)

- Para 336

Change of benefit-

- After 2 years of continuous service and after utilizing 80 hours of continuous sickness and injury absence
- 1056 hours (6 months) full pay
- 1056 hours (6 months) ½ pay
- No PTO accrual while on EST

Article 31

Employee Assistance

- Para 344:

Language added “Employees will not be summarily discharged for diverting substances”

Allows time to conduct a thorough investigation prior to any corrective action taking place.

Article 31

Employee Assistance

- Para 345.1:
Language added that employer will assist in identifying appropriate rehabilitative treatment programs.
- Para 345.2:
Employees who are on a LOA to seek treatment will have benefits provided.

Article 32

Holidays

- Para 367B:

New language that creates scheduling guidelines for all holiday weeks.

Article 38

Section D: **Military**

- Para 415A:
Incorporates current FMLA (Family Medical Leave Act) language into the contract.

Article 39

Benefit Plans: Section A

Group Health Insurance Plan

Health Insurance Grid Basics

2012 NO CHANGE <small>85/15 FT, PT Pre-2004, PT Post-2004</small>	BCBS CMM						HAP HMO						UM PREMIER CARE						BCBS PPO					
	Current 85/15	70/30 New Full Time	Part Time Pre-2004	Diff	70/30 Part Time Post-2004	Diff	Current 85/15	70/30 New Full Time	Part Time Pre-2004	Diff	70/30 Part Time Post-2004	Diff	Current 85/15	70/30 New Full Time	Part Time Pre-2004	Diff	70/30 Part Time Post-2004	Diff	Current 85/15	70/30 New Full Time	Part Time Pre-2004	Diff	70/30 Part Time Post-2004	Diff
SINGLE																								
<small>Full Time/Part Time</small>																								
University Contribution	\$ 446.00	\$ 446.00			\$ 365.00		\$ 480.00	\$ 480.00			\$ 365.00		\$ 480.00	\$ 480.00			\$ 365.00		\$ 480.00	\$ 480.00			\$ 365.00	
Employee Contribution	\$ -	\$ -	\$ -	\$ 81.00	\$ -	\$ 43.00	\$ 43.00	\$ -	\$ 158.00	\$ -	\$ 7.00	\$ 7.00	\$ -	\$ 122.00	\$ -	\$ 88.00	\$ 88.00	\$ -	\$ 203.00	\$ -	\$ -	\$ -	\$ -	\$ -
2 ADULTS																								
<small>Full Time/Part Time</small>																								
University Contribution	\$ 827.00	\$ 827.00			\$ 623.00		\$ 827.00	\$ 827.00			\$ 623.00		\$ 827.00	\$ 827.00			\$ 623.00		\$ 827.00	\$ 827.00			\$ 623.00	
Employee Contribution	\$ 65.00	\$ 65.00	\$ -	\$ 269.00	\$ -	\$ 219.00	\$ 219.00	\$ -	\$ 423.00	\$ -	\$ 147.00	\$ 147.00	\$ -	\$ 351.00	\$ -	\$ 309.00	\$ 309.00	\$ -	\$ 513.00	\$ -	\$ -	\$ -	\$ -	\$ -
2 ADULTS and CHILDREN																								
<small>Full Time/Part Time</small>																								
University Contribution	\$ 1,092.00	\$ 1,092.00			\$ 846.00		\$ 1,092.00	\$ 1,092.00			\$ 846.00		\$ 1,092.00	\$ 1,092.00			\$ 846.00		\$ 1,092.00	\$ 1,092.00			\$ 846.00	
Employee Contribution	\$ 139.00	\$ 139.00	\$ -	\$ 385.00	\$ -	\$ 352.00	\$ 352.00	\$ -	\$ 598.00	\$ -	\$ 252.00	\$ 252.00	\$ -	\$ 498.00	\$ -	\$ 476.00	\$ 476.00	\$ -	\$ 722.00	\$ -	\$ -	\$ -	\$ -	\$ -
1 ADULT and CHILDREN																								
<small>Full Time/Part Time</small>																								
University Contribution	\$ 744.00	\$ 744.00			\$ 587.00		\$ 744.00	\$ 744.00			\$ 587.00		\$ 744.00	\$ 744.00			\$ 587.00		\$ 744.00	\$ 744.00			\$ 587.00	
Employee Contribution	\$ 41.00	\$ 41.00	\$ -	\$ 198.00	\$ -	\$ 177.00	\$ 177.00	\$ -	\$ 334.00	\$ -	\$ 113.00	\$ 113.00	\$ -	\$ 270.00	\$ -	\$ 256.00	\$ 256.00	\$ -	\$ 413.00	\$ -	\$ -	\$ -	\$ -	\$ -

Health Insurance 2012

- **2012 No Change**

Full Time - 85/15

Part time - Pre Sept 2, 2004 (20-31.9 hours)
FT 85/15 Rates

Part Time - Post Sept 1, 2004 (20-31.9 hours)
75% of University Contribution or
COSHB 70/30 Rates (which ever is
lower)

Each year on Sept 30th, those PT RNs
hired Post Sept 1, 2004 that were paid
over 1664 hours would be eligible for a FT
rate contribution level in the following
benefit year.

Health Insurance 2012

All Nurses

Any Nurse who wishes to increase their appointment fraction and the hours are not available on the unit, will have the ability to do this through CSR and ACNRP.

- Para 278”as determined by management, and when consistent with the needs of the unit, the employer will post positions at full-time benefit eligible appointment fractions.”

Health Insurance 2013

- **2013 1/3 Implementation**

Full Time - 70/30 Full Time Rates –

At time of ratification Pre-2004 employee(s) who change their appointment fraction to PT status and remain PT for 6 months will receive a bonus payment of 50% of the proposed increase to premiums but not to exceed \$400.00 annually in year 2013 and 2014

Part time - Pre Sept 2, 2004 FT 85/15 Rates
Post Sept 1, 2004 PT 70/30 Rates

Health Insurance 2014

- **2014 2/3 Implementation (Jan-June)**

Full Time 70/30 COSHB

1. Remain at FT rates as long as no decrease below 32 hours in appt fraction occurs.

Part Time Pre-2004 (FT 70/30 Rates)

1. Remain at FT rates 20 hours to 31.9 hours
2. Any Nurse who wishes to increase their appointment fraction and hours are not available on the unit will have the ability to do this through CSR and ACNRP.
3. Decrease appt fraction below 32 hours for 6 months, lump sum payment 50% of Premium up to \$400.00 annually in years 2013 and 2014.

Part Time Post-2004 (PT 70/30 Rates)

1. Post Sept 1, 2004 nurses paid over 1664 hours per year by Sept 30th will be eligible to pay FT rates for following benefit year.
2. Any Nurse who wishes to increase their appointment fraction and hours are not available on the unit will have the ability to do this through CSR and/or ACNRP.

Health Insurance 2014

- **2014 Full Implementation (July-Dec)**

Full Time (Full COSHB 70/30 Rates)

1. Remain at FT rates as long as no decrease below 32 hours in appt fraction occurs.

Part Time Pre-2004 (FT 70/30 Rates)

1. Remain at FT rates 20 hours to 31.9 hours
2. Decrease appt fraction below 32 hours for 6 months, lump sum payment 50% of Premium up to \$400.00 annually in years 2013 and 2014.
3. Any Nurse who wishes to increase their appointment fraction, and the hours are not available on the unit, will have the ability to do this through CSR and ACNRP.

Part Time Post-2004 (PT 70/30 rates)

1. Post Sept 1, 2004 nurses paid over 1664 hours per year by Sept 30th will be eligible to pay FT rates for following benefit year.
2. Any Nurse who wishes to increase their appointment fraction, and the hours are not available on the unit, will have the ability to do this through CSR and/or ACNRP.

Health Insurance 2014

- Prescription Co-pay Changes:
 - Tier 1 = \$7
 - Tier 2 = \$15 (no change)
 - Tier 3 = \$30 (no change)

Article 41

Emergency Closure and Emergency Operations Reduction

- Para 469A and 469B:
Language added to include MVN/MVC

Article 44

Workplace Safety

- Para 485B:
 - Addition of MVN nurse to Nursing Health and Safety Council
- Para 488:
 - Language added to seek assistance immediately from Security

Article 45: Discipline

Section C: Review Procedure and Notification to Association

- Review and Notification process merged
- Para 499 & 500 deleted.
- Para 503:

Language added to clarify steps to be taken when serious discipline is being considered. Detailed process clarified including timeline.

Article 46

Dispute Resolution Procedure and Mediation Procedure

- Section D Representation Para 546:
clarifies who participates in Step 2 Dispute from the management team.
- Section E Dispute Resolution Procedure Para 557:
Further clarification of who attends Step 2 meetings.
 - Para 557A-timeline clarification

Article 46

Dispute Resolution Procedure and Mediation Procedure

- Section F Mediation System Para 559:
Outlines specific participants in the Mediation Step.

Article 47

Arbitration Procedure

Language added that reflects current practice.

Article 56

Term of Agreement

- Adjusted to reflect new term of agreement- usually date of signing
- New contract would expire June 30, 2014

Appendix A:

Wages : RSAM, Framework

3% first year ATB

3% second year ATB

4% third year ATB

- Those who missed a step increase (July – October) will receive their step upon ratification.
- Subsequent progression through the Steps will occur on anniversary date.
- 1st year ATB occur upon ratification of TA

Examples of Movement through the Steps:

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Level CB														
CURRENT RATE	\$25.59	\$25.95	\$26.08	\$26.59	\$27.59	\$28.56	\$29.57	\$30.59	\$31.66	\$32.77	\$33.92	\$37.41	\$39.05	\$39.83
1st yr 3% (effective 11/1/11)	\$26.36	\$26.73	\$26.86	\$27.39	\$28.42	\$29.42	\$30.46	\$31.51	\$32.61	\$33.75	\$34.94	\$38.53	\$40.22	\$41.03
2nd yr 3% (effective 7/1/12)	\$27.15	\$27.53	\$27.67	\$28.21	\$29.27	\$30.30	\$31.37	\$32.45	\$33.59	\$34.77	\$35.99	\$39.69	\$41.43	\$42.26
3rd yr 4% (effective 7/1/13)	\$28.23	\$28.63	\$28.78	\$29.34	\$30.44	\$31.51	\$32.63	\$33.75	\$34.93	\$36.16	\$37.43	\$41.28	\$43.09	\$43.95
Level C														
CURRENT RATE	\$25.59	\$25.95	\$26.08	\$26.59	\$27.59	\$28.56	\$29.57	\$30.59	\$31.66	\$32.77	\$33.92	\$37.41	\$39.62	\$40.41
1st yr 3% (effective 11/1/11)	\$26.36	\$26.73	\$26.86	\$27.39	\$28.42	\$29.42	\$30.46	\$31.51	\$32.61	\$33.75	\$34.94	\$38.53	\$40.81	\$41.62
2nd yr 3% (effective 7/1/12)	\$27.15	\$27.53	\$27.67	\$28.21	\$29.27	\$30.30	\$31.37	\$32.45	\$33.59	\$34.77	\$35.99	\$39.69	\$42.03	\$42.87
3rd yr 4% (effective 7/1/13)	\$28.23	\$28.63	\$28.78	\$29.34	\$30.44	\$31.51	\$32.63	\$33.75	\$34.93	\$36.16	\$37.43	\$41.28	\$43.71	\$44.59

Sample Level CB

23% (Step 4 - 7)

Sample Level C

30% (Step 9-12)

Appendix A – New Step 14

- Criteria for movement to Step 14 upon ratification:
 - Must be at Step 13 for one (1) year
 - Must have eighteen (18) years of University seniority
- Criteria for movement to Step 14 on your anniversary date:
 - Must be at Step 13 for one (1) year
 - Must have eighteen (18) years of University seniority

Examples of Movement from Step 13 through Step 14

Jan 10th is the Anniversary Date with 18 years University Seniority

Year 1 Placement	39.62	40.81	3.0%
Year 1 Step	40.81	41.62	2.0%
Year 2	41.62	42.87	3.0%
Year 3	42.87	44.59	4.0%
			12.0%

	13	14
Level C		
CURRENT RATE	\$39.62	
1st yr 3% (effective 11/1/11)	\$40.81	\$41.62
2nd yr 3% (effective 7/1/12)	\$42.03	\$42.87
3rd yr 4% (effective 7/1/13)	\$43.71	\$44.59

Nov 2011 with 18 years university seniority and currently at step 13

Year 1 Step	39.62	41.62	5.0%
Year 2	41.62	42.87	3.0%
Year 3	42.87	44.59	4.0%
			12.1%

	13	14
Level C		
CURRENT RATE	\$39.62	
1st yr 3% (effective 11/1/11)	\$40.81	\$41.62
2nd yr 3% (effective 7/1/12)	\$42.03	\$42.87
3rd yr 4% (effective 7/1/13)	\$43.71	\$44.59

Appendix A-1

CRNA Wages

- 3% First year
- 3% Second year
- 4% Third year

Appendix A-2

Wages - Per Diem

- Ambulatory Care Nurse Resource Pool (ACNRP)
 - Based on hours worked per week:
 - 0-31 hours/week
 - 32-or more hours/week
 - Not benefit eligible; does not accrue PTO

Appendix A-2

Per Diem

- 24/7, Procedure and OR areas
 - 0-19 hours/week
 - 20-35 hours/week
 - 36 or more hours/week

Appendix G

- Discipline Review Conference (DRC) checklist

Memorandum of Understanding (MOU)

- Para 643-647

Home Care Services:

Lease Car assignment, Mileage
Threshold and Reimbursement

Memorandum of Understanding (MOU)

- Para 655: Certified Nurse Midwives
 - Reflects current practice
 - Article 17 does not apply

Memorandum of Understanding (MOU)

- Para 703: Dual Career appointment

Bargaining unit position funded by the Provost office for recruitment/retention purposes-only one (1) per year over the life of the contract.

Memorandum of Understanding (MOU)

Para 704: CRNA Premium Pay

Memorandum of Understanding (MOU) Retirement Eligibility

- Para 727:
 - New Retirement Eligibility Grid goes into affect June 30, 2014

Memorandum of Understanding (MOU) PTO Donation Program

