

**MEMORANDUM OF UNDERSTANDING**  
**Michigan Visiting Nurses/Michigan Visiting Care**

1A The Regents of the University of Michigan hereinafter called the "University" or "employer", and the Michigan Nurses Association and its University of Michigan Professional Nurse Council, hereinafter called "Association", enter into the following Agreement, this first day of July 2010 and agree as follows:

**ARTICLE 1**  
**RECOGNITION AND DEFINITIONS**

See Master Paragraphs 2-14, pp. 1 & 2, except:

3B All full-time and regular part-time registered professional nurses employed by the University of Michigan at Michigan Visiting Nurses (MVN) and Michigan Visiting Care (MVC), including Visiting Nurses, Home Care Nurses, Home Care Admissions Coordinators, and Nurse Practitioners; but excluding nursing supervisors, all other supervisors, instructional staff, and all other employees.

7A The term "full-time employee" shall mean a regular employee whose normal schedule of work is forty (40) hours per calendar week or eighty (80) hours per two calendar weeks.

8A The term "part-time employee" shall mean a regular employee whose normal schedule of work is less than forty (40) hours per calendar week or less than eighty (80) hours per two calendar weeks.

10A "Contingent status" is employment in which the work, as well as the individual's commitment, is variable with respect to time, duration, assignment and availability, and is established to meet patient care needs. (See Intent Note for Paragraph 10A).

14A. "Michigan Visiting Nurses and Michigan Visiting Care" (hereinafter referred to as "MVN/MVC" means the University of Michigan departments within Home Care Services.

**ARTICLE 2**  
**MANAGEMENT RIGHTS**

See Master Paragraphs 15-16, p. 2.

**ARTICLE 3**  
**PROFESSIONAL NURSING**

See Master Paragraphs 17-27, pp. 2-4, except:

**18A** The following statements related to Professional Nursing, as applied to the unique practice of Home Care Nursing, are from the American Nurses Association Scope and Standards of Home Health Nursing Practice, (2007 Revision):

“Home health nursing is the provision of nursing care to acutely ill, chronically ill, terminally ill, and well patients of all ages in their residences. Home health nursing focuses on health promotion and care of the sick while integrating environmental, psychosocial, economic, cultural, and personal health factors affecting an individual’s and family’s health status.” (Humphrey & Milone-Nuzzo, 1996-1999, 2008).

- Home health nursing is nursing practice applied to patients of all ages in the patient’s residences, which may include private homes, assisted living, or personal care facilities.
- Although there are multiple ways to describe the recipient of home health care – patient, client, customer, healthcare consumer – this document uses the term *patient*. Patients and their families and other caregivers are the focus of home health nursing practice.
- The goal of care is to maintain or improve the quality of life for patients and their families and other caregivers, or to support patients in their transition to end of life. This is accomplished through the initiation, coordination, management, and evaluation of resources needed to promote the patient’s optimal level of well-being and function. Nursing activities necessary to achieve this goal may include preventive, maintenance, restorative, and rehabilitative interventions to manage existing health problems and prevent potential problems.

#### **ARTICLE 4 PERFORMANCE PLANNING AND EVALUATION**

See Master Paragraphs 28-34, p. 5.

#### **ARTICLE 5 NO-INTERFERENCE AND NO-LOCK OUT GUARANTEE**

See Master Paragraphs 35-43, p. 6.

#### **ARTICLE 6 NON-DISCRIMINATION**

See Master Paragraph 44-46, p. 7, except:

**44A** The University and the Association agree that there shall be no discrimination in the application of the provisions of this Agreement based on the non-relevant factors of race, creed, color, national origin, sex, sexual orientation, gender identity, gender expression, marital status, or age, except where sex or age is a bona fide occupational qualification. In addition, there shall be no discrimination in the application of the provisions of this Agreement based on non-relevant mental or physical handicaps. Further, employees shall not be subject to sexual harassment.

**ARTICLE 7  
ASSOCIATION DUES AND REPRESENTATION  
SERVICE FEES**

See Master Paragraphs 47-56, pp. 7-8.

**ARTICLE 8  
CHECK OFF OF ASSOCIATION DUES OR  
REPRESENTATION - SERVICE FEE**

See Master Paragraphs 57-64, pp. 8-9.

**ARTICLE 9  
ASSOCIATION ORIENTATION**

See Master Paragraphs 65-71, p. 9.

**ARTICLE 10  
BULLETIN BOARDS**

See Master Paragraphs 72-78, pp. 9-10.

**ARTICLE 11  
CLASSIFICATION AND WAGES**

**SECTION A-1. WAGE SCHEDULE**

79A Wages shall be paid in accordance with the wage schedule as set forth in the Master Agreement Paragraph 618. SCHEDULE C – July 1, 2010 – June 30, 2011 with the following modifications:

- MVN/MVC RNs will be placed at level C, cap at Step 10.
- Those MVN/MVC RNs at Step 9 and below will advance a step on their anniversary date.
- Those MVN/MVC RNs at Step 10 will receive a lump sum bonus of \$2,392.00 on January 1, 2011.
- MVN/MVC and HCACs will be eligible to advance in the Professional Development Framework and Role Specific Advancement Model (PDF/RSAM) as of January 1, 2011.
- HCAC RNs will be placed at level D, cap at Step 11.
- NPs will be paid pursuant to Master Agreement Memorandum of Understanding Nurse Practitioners (see Master Agreement Paragraph 745).

See also Master Paragraphs 80-83A, pp. 10 & 11.

**ARTICLE 12  
COMPONENTS OF EARNINGS & PAYCHECK CORRECTIONS**

See Master Paragraphs 84-87, p. 11.

**ARTICLE 13  
STAFFING AND SCHEDULING**

See Master Paragraphs 88-132D, pp. 12-18 except:

- 89A No employee will be required to be available to the employer outside of regular work hours without specific compensation. This is in addition to any base wages.

**ARTICLE 15  
OVERTIME**

See Master Paragraphs 140-163K, pp. 21-26, except:

- 163D 5) MVN nurses will not be required to work more than sixteen (16) over appointment/overtime hours in a four-week scheduling period. MVC nurses will not be required to work more than eight (8) over appointment/overtime hours in a four-week scheduling period.
- 163K-1 MVN Alternate Schedule: A schedule may be altered at the employee's request and at the manager's discretion, within FLSA regulations, to meet patient care requirements. The total number of hours scheduled shall not exceed eighty (80) hours in a two (2) week pay period for employees who normally work eight (8) hour shifts, and forty (40) hours in one (1) calendar week for employees who normally work shifts greater than eight (8) hours. Alternate schedule changes within the pay period or workweek may be made with manager approval. Weekly/bi-weekly timesheets must accurately reflect the hours worked.

**ARTICLE 15-A  
ASSIGNED TIME OFF**

- 164L Employees covered by the MVN/MVC Memorandum of Understanding shall not be subject to mandatory Assigned Time Off for the life of this Agreement (July 1, 2010 – June 30, 2011).

**ARTICLE 16  
SHIFT PREMIUM**

See Master Paragraphs 165-170, p. 27.

**ARTICLE 20  
VARIABLE ACTIVITY**

See Master Paragraphs 178-185Q, pp. 30-34.

**ARTICLE 21  
SENIORITY DEFINITIONS AND LOSS OF SENIORITY**

See Master Paragraphs 186-98, pp. 34-35.

**ARTICLE 22  
REINSTATEMENT AND CREDIT FOR PRIOR SERVICE AND  
BRIDGING ELIGIBLE SERVICE PERIODS**

See Master Paragraphs 199-215G, pp. 35-37.

**ARTICLE 23  
INFORMATION LISTS**

See Master Paragraphs 216-21, pp. 37-38.

**ARTICLE 24  
PERSONNEL FILES**

See Master Paragraphs 230 & 231, p. 38.

**ARTICLE 25  
PROBATIONARY EMPLOYEES**

See Master Paragraphs 232-42, pp. 38-40.

**ARTICLE 26  
REDUCTION OF THE WORKING FORCE & RECALL PROCEDURES**

See Master Paragraphs 243-68, pp. 40-44, except:

- 245 CB      The University and the Association agree that a Special Conference will be held prior to the layoff of employees in MVN/MVC. The purpose of this Special Conference is to determine the appropriate unit definition, to coordinate the reduction in force and placement process once the need is identified, and to reach joint agreement on the application of this contract language to MVN/MVC nursing.
- 254B      Paragraphs 254 and 254A do not apply to movement between the Master Agreement and the Local Operating Agreement positions

**ARTICLE 27**  
**TRANSFERS: PROMOTIONS, DEMOTIONS, AND LATERALS**

See Master Paragraphs 269-295A, pp. 44-49.

**ARTICLE 28**  
**WORK REDESIGN**

See Master Paragraphs 296-303, pp. 49-50.

**ARTICLE 29**  
**PAID TIME OFF**

See Master Paragraphs 324-33V, pp. 50-57 except that MVN/MVC employees will continue current scheduling practices until 1/1/11. The parties will evaluate this on a quarterly basis (September and December 2010).

**ARTICLE 30**  
**SHORT TERM DISABILITY**

See Master Paragraphs 336-43F, pp. 57-59.

**ARTICLE 31**  
**EMPLOYEE ASSISTANCE**

See Master Paragraphs 344-46A, p. 60.

**ARTICLE 32**  
**HOLIDAYS**

See Master Paragraphs 347-375, pp. 61-66 except that MVN/MVC employees will continue current scheduling practices until 1/1/11.

**ARTICLE 35**  
**FUNERAL LEAVE PAY (BEREAVEMENT)**

See Master Paragraphs 403-04, pp. 66-67.

**ARTICLE 36**  
**JURY AND WITNESS SERVICE**

See Master Paragraphs 405-09, p. 67.

**ARTICLE 37  
ANNUAL MILITARY LEAVE**

See Master Paragraphs 410, p. 67.

**ARTICLE 38  
LEAVES OF ABSENCE**

See Master Paragraphs 410A-39, pp. 68-74.

**ARTICLE 39  
BENEFIT PLANS**

See Master Paragraphs 440-62, pp. 74-78.

**ARTICLE 40  
COMMITTEES**

See Master Paragraphs 464-68C, p. 78.

**ARTICLE 41  
INCLEMENT WEATHER**

- 469B In the event of inclement weather conditions, MVN/MVC will endeavor to maintain as many services as possible, especially those services that are basic to patient health care. To that end, employees will make every effort to get to work.
- 469C In the event of inclement weather an employee may determine that the weather in his/her location is too severe for travel and may elect to take time off utilizing PTO or approved time without pay. In such instances, the employee shall also notify the supervisor to discuss the services that can be provided and the appropriate amount of PTO that may be taken.

**ARTICLE 42  
TUITION SUPPORT PROGRAM**

See Master Paragraphs 474-82, pp. 79-81, except:

- 474A Eligibility under Paragraph 474 includes those Visiting Nurses in a regular position at MVN/MVC prior to and contiguous with May 11, 2003.

**ARTICLE 43  
OCCUPATIONAL HEALTH & SAFETY**

See Master Paragraphs 484-96, pp. 81-85, except:

485B A Visiting Nurse will be selected by JIT to join the Nursing Health and Safety Council.

**ARTICLE 45  
DISCIPLINE**

See Master Paragraphs 497-529, pp. 85-88.

**ARTICLE 46  
DISPUTE RESOLUTION PROCEDURE AND MEDIATION PROCEDURE**

See Master Paragraphs 530-74, pp. 88-93.

**ARTICLE 47  
ARBITRATION PROCEDURE**

See Master Paragraphs 575-82G, pp. 93-95.

**ARTICLE 48  
CONFERENCES**

See Master Paragraphs 583-86A, pp. 95-96.

**ARTICLE 49  
PROFESSIONAL ACTIVITIES AND CONTINUING EDUCATION**

See Master Paragraphs 587-92B, pp. 96-97.

**ARTICLE 50  
RELEASE TIME FOR ASSOCIATION BUSINESS**

See Master Paragraphs 593-98, pp. 97-98.

**ARTICLE 52  
SUBCONTRACTING, CONTINGENT, TEMPORARY AND/OR AGENCY NURSES**

See Master Paragraphs 601-04, pp. 98-99, except:

601 The parties agree that it is highly advantageous to employ regular employees, to provide nursing care. However, the parties recognize that in order to provide the flexibility to meet changing patient care demands, it is necessary to employ contingent, temporary and/or agency nurses. (See Intent Note for Paragraph 601).

**ARTICLE 54  
SEVERABILITY**

See Master Paragraph 606, pp. 99-100.

**ARTICLE  
WAIVER**

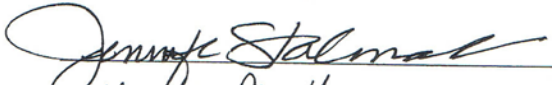
See Master Paragraph 607, p. 100.

**ARTICLE 56  
TERM OF AGREEMENT**

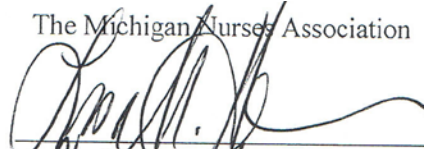
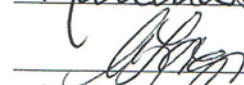
608 This Agreement shall become effective on July 1, 2010 and shall remain in full force and effect until and including June 30, 2011, and thereafter from year to year unless within the thirty (30) day period immediately preceding April 1, 2011 or any anniversary thereof, written notice of modification or termination is given by either the University or the Association to the other party.

Executed this first day of July, 2010.

For the Regents of The  
University of Michigan

  
\_\_\_\_\_  
Wendy Pratt  
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Kenneth Bendy  
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Glenn Schaffer  
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Nancy Moran Rose  
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Kathy Jordan-Sedgeman  
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Yinwei Li  
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The Michigan Nurses Association

  
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Kathleen  
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Marjette Brooks  
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Lorena Lawrence  
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Debra Curtis  
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**APPENDIX B  
CLASSIFICATION TITLES AND PAY GRADES**

See Master P. 111, except:

627A	HC	Home Care Nurse
	VN	Visiting Nurse
	HP	Nurse Practitioner – Home-Based Nursing
	HCAC	Home Care Admissions Coordinator

**APPENDIX C  
REPRESENTATION DISTRICTS BY SERVICE  
OR GEOGRAPHIC AREAS**

See Master Paragraphs 631A-37, pp. 112-13.

**MEMORANDUM OF UNDERSTANDING  
CONTAGIOUS DISEASES**

See Master Paragraph 639, p. 119.

**MEMORANDUM OF UNDERSTANDING  
DUAL APPOINTMENTS**

See Master Paragraphs 640-41, p. 120.

**MEMORANDUM OF UNDERSTANDING  
MILEAGE REIMBURSEMENT**

See Master Paragraph 642, p. 120.

**MEMORANDUM OF UNDERSTANDING  
LEASE CAR ASSIGNMENT, MILEAGE THRESHOLD  
AND REIMBURSEMENT**

- 642 A University lease car may be provided to an employee who drives greater than a mutually agreed upon threshold of average miles per month, at the University's discretion. MVN and UMPNC will periodically review and jointly agree to the mileage threshold at which lease vehicles will be offered to an employee, subject to the availability of a vehicle. (See Intent Notes for Paragraph 643).
- 643 Lease Vehicle Opt-Out: If an employee declines a lease care, he/she will be reimbursed at the current University lease vehicle rate, plus the cost of gasoline used for business purposes.
1. In order to be reimbursed the employee will submit beginning and ending odometer readings each month. A report is then generated to identify business miles driven by the employee. That amount is divided by the total number of miles the employee has driven, to arrive at the percentage of gas that will be reimbursed.
- 644 Actual mileage reimbursement at the University reimbursement rate will be paid for employees who do not qualify for, or who have not been offered a lease car.
- 645 An employee with a lease car has the option to drive their private vehicle and receive actual mileage reimbursement during inclement weather if authorized by a supervisor.
- 646 Expenses incurred related to a lease car, with the exception of gasoline, will be reimbursed within seven business days of submission to the Concur expense reimbursement system.

**MEMORANDUM OF UNDERSTANDING  
STARTING RATES FOR NEW EMPLOYEES AND TRANSFERS**

See Master Paragraphs 652-54, p. 121.

**MEMORANDUM OF UNDERSTANDING  
TUITION LOAN**

See Master Paragraphs 671 & 671A, p. 123.

**MEMORANDUM OF UNDERSTANDING  
SERVICE OR PROGRAM RECONFIGURATION**

See Master Paragraphs 675-676B, p. 123.

**MEMORANDUM OF UNDERSTANDING  
ANNIVERSARY DATES**

See Master Paragraph 677, p. 124 (187A, p. 34).

**MEMORANDUM OF UNDERSTANDING  
WORKFORCE TRANSITION**

See Master Paragraphs 697-99, p. 124.

**MEMORANDUM OF UNDERSTANDING  
RELEVANT LABOR MARKETS**

See Master Paragraph 702, p. 125.

**MEMORANDUM OF UNDERSTANDING  
TRANSFER AND PROMOTION**

See Master Paragraph 719, p. 130.

**MEMORANDUM OF UNDERSTANDING  
RETIREMENT PLAN**

See Master Paragraph 727, p. 132.

**MEMORANDUM OF UNDERSTANDING  
HEALTH CARE COSTS**

See Master Paragraph 729, p. 133.

**MEMORANDUM OF UNDERSTANDING  
HEALTH CARE COSTS – JOINT RESOLUTION**

See Master Paragraph 732-34, p. 133.

**MEMORANDUM OF UNDERSTANDING  
EMPLOYEE EXPENSE REIMBURSEMENT**

- 746 Employees will be reimbursed for miscellaneous expenses incurred on the University's behalf including telephone calls related to patient care, parking fees, patient care items, meeting supplies, etc.
- 747 Requests for reimbursement must be approved in advance by the immediate supervisor and submitted via the Concur expense reimbursement system with appropriate receipts
- 747A Employee expenses of \$10.00 or more will be reimbursed within fourteen (14) business days of submission to the Concur expense reimbursement system.
- 747B Expenses related to the use of a lease car, with the exception of gasoline, will be paid within seven (7) business days of submission to the Concur expense reimbursement system.

Kathy Jordan-Sedgeman  
For the Regents of  
The University of Michigan

The Michigan Nurses Association  
[Signature]  
And

The University of Michigan  
Professional Nurse Council

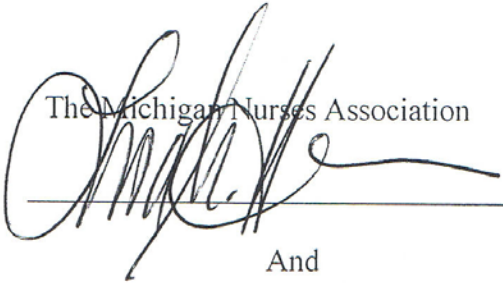
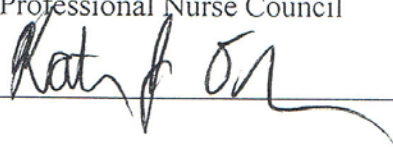
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**MEMORANDUM OF UNDERSTANDING  
PHONE TRIAGE NURSING SERVICE**

- 748 In order to provide 24-hour access to MVN services for patients, families, referring agencies and agency employees, a Phone Triage Nursing Service will be maintained from 8:00 PM through 8:00 am daily. Outside of these hours, phone calls will be handled through the office.
  
- 749 A Phone Triage Nurse will monitor after-hours telephone calls and will communicate patient care needs, including unscheduled visits, to the Visiting Nurse who is scheduled for that shift.
  
- 749A The parties agree that in the circumstances described above, the Phone Triage RN will receive a minimum of one (1) hour pay at the rate of time and ½ for the first response to a service request call during the on-call period. This same employee will receive a minimum of 15 minutes pay at the employees' regular rate for each subsequent response to service requests during the same on-call period. Hours spent on-call will be paid at the on-call rate found in Paragraph 171 (page 29) of the Master Agreement.

Employees will not be required to provide Phone Triage Services beginning April 1, 2011.

<p><u>Kathy Jordan-Sedgeman</u> For the Regents of The University of Michigan</p>	<p style="text-align: center;">The Michigan Nurses Association</p> <p style="text-align: center;"><u></u></p> <p style="text-align: center;">And</p> <p style="text-align: center;">The University of Michigan Professional Nurse Council</p>
<p>Date: <u>9/22/10</u></p>	<p><u></u></p>

**MEMORANDUM OF UNDERSTANDING  
OPERATION OF MOTOR VEHICLES, DRIVER REQUIREMENTS, AND VEHICLE USE**

732 Employees who operate motor vehicles in the course of their University employment must have driving records that reflect safe operation of motor vehicles, both for their own protection and the protection of the general public, and therefore are subject to the following:

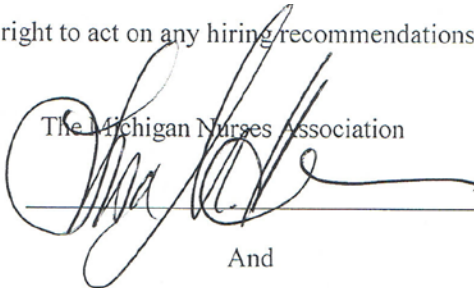
733 The State of Michigan driving records for applicants for positions where driving may be required will be reviewed prior to employment. Driving records for employees will be reviewed periodically. In addition, all employees must report any moving violations, restrictions, suspensions or revocation of driving privileges and must provide current proof of automobile insurance that satisfies Michigan law, as requested. Periodic screening of employee driving records may be done by the University at any time.

734 Applicants may be denied employment and current employees may be denied continued employment if a driving record review indicates that the individual has:

- a) forfeited bond or collateral;
- b) committed a civil infraction while impaired;
- c) left the scene of an accident
- d) been issued a violation in an accident in which a person dies;
- e) been convicted of reckless driving, refusal to take a chemical test, fleeing or eluding a police officer, drag racing, careless driving, refusal to take a PBT (breath test), a felony involving the use of a motor vehicle, the use of a motor vehicle in the commission of a felony involving the manufacturing, distribution, sale or dispensing of drugs.
- f) Seven (7) or more points on the driving record.

735 The University reserves the right to act on any hiring recommendations with regard to the driving history reports.

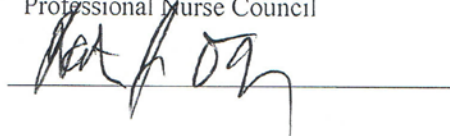
Kathy Jordan-Sedgeman  
For the Regents of  
The University of Michigan

The Michigan Nurses Association  


And

The University of Michigan  
Professional Nurse Council

Date: 9/22/10



**MEMORANDUM OF UNDERSTANDING  
MICHIGAN VISITING NURSES WORKLOAD/STAFFING ISSUES**

750 The University and Association agree that current processes will be streamlined for efficiency by eliminating the OASIS requirements for non-Medicare/Medicaid documents by August 2, 2010. Change in current processes intended to streamline efficiency will be in accordance with Article 28, Work Redesign. Non-clinical tasks will be removed from nurse assignments in accordance with Paragraph 26.

751 Visit Guidelines:

A. The target for a full-time Visiting Nurse is to average 4 visits in an 8-hour period. Sixty minutes of time will equate to one-half (1/2) of a visit. Travel time is considered work time and will impact the daily visit target. The Parties recognize that some visits may take more time and some may take less time than what is indicated and supervisors will work directly with the Visiting Nurse regarding scheduling and workload.

B. Examples:

2 Visits = Admission

1 - 2 = Recertification, Resumption of Care, Evaluation

1 - 1.5=Admission: Pediatric

1=Revisit, Admission: Obstetrics, Bundle Bill, Start of Care, Add a Service, High Risk OB, Bilingual, Discharge

Less than 1=Skilled Phone Visit, Discharge Without a Visit, Visit for Immunization Only, Transfer Without a Visit

The Parties will reconvene to determine the appropriate visit weight for any new visit type. **Documentation may be completed at a location reasonable for the employee as long as regulatory guidelines are met.**

C. Workload concerns will be addressed in accordance with Article 14, Workload Review

D. Case Manager patient assignments will be adjusted to reflect the responsibilities and expectations of the Case Manager duties. (See intent note for Paragraph 751 D.)

752 Specific measures/metrics for the evaluation of workload will be created for the use of the Workload Review Committee for ex. trigger reports.

753 Additionally, we are committed to exploring related approaches to staffing including exploration of an admission nurse role and the development of a charge nurse role.

Katny Jordan-Sedgeman  
For the Regents of  
The University of Michigan

The Michigan Nurses Association  
[Signature]  
And

The University of Michigan  
Professional Nurse Council

Date: 9/22/10

[Signature]

**MEMORANDUM OF UNDERSTANDING  
EDUCATION AND COMPETENCIES FOR WORK ASSIGNMENT MEMORANDUM OF  
UNDERSTANDING**

See Master Paragraphs 17-27, pp. 2-5.

**MEMORANDUM OF UNDERSTANDING  
TECHNOLOGY AND EQUIPMENT**

- 754 The University is committed to ensuring that employees have access to appropriate training, technology and equipment to perform their duties safely and effectively. Employees will be provided with accessories necessary for individual employees to utilize technological equipment with ease.
- 755 The primary responsibility for technology related education will be that of the computer training team and others as appropriate. (See Intent Note for Paragraph 755).
- 756 A portable communication device (the cellular/mobile telephone) will be provided to Visiting Nurses, Home Care Admissions Coordinators and Nurse Practitioners for use during scheduled work hours to improve employee safety, and to enhance communication and efficiency when working in the community. Employees are required to review and sign the policy related to cellular phone usage as a condition of employment.

**MEMORANDUM OF UNDERSTANDING  
PRESCRIPTION DRUG CO-PAYS**

- 757 Medications are divided into three tiers with three levels of co-pays. The parties agree that for the life of the agreement prescription drug co-pays will be as follows:
- i. Tier 1: \$5
  - ii. Tier 2: \$15
  - iii. Tier 3: \$30
- 758 The parties agree that these rates will not increase during the life of the agreement without mutual agreement between the University and the Association.

**ADDENDUM B**  
**PTO GUIDELINES AND DEFINITIONS**

See Master pp. 141-46.

**ADDENDUM C**  
**DISABILITY ACCOMMODATION GUIDELINES**

See Master pp. 147-48.

## INTENT NOTES

- 10A There is an understanding that contingent status in the Visiting Nurse classification includes meeting scheduling obligations.
- 601 For purposes of this article, “Agency” means an external company which provides contract employees.
- 643 The University will monitor employee mileage periodically to ensure that the mileage threshold is still being met. An employee who does not meet the agreed upon mile/month threshold for two consecutive quarters will no longer be offered a lease car.
- The obligation to accept a lease car may be waived under special circumstances to be jointly discussed between the Association and the University. The University retains the prerogative to enforce the obligation
- University lease cars may be parked at an MVN branch office or at the employee’s home when not being driven for work-related purposes.
- 751D Intent is to allow flexibility in Case Manager assignments to reflect patient acuity, census, and employee ability to perform Case Manager duties.
- 755 Individual nurses will not have the primary responsibility for training related to technology.

**Unless otherwise provided by this MOU, all other terms and conditions of the existing agreement will apply.**

Kathy Jordan-Sedgeman  
For the Regents of  
The University of Michigan

The Michigan Nurses Association  
[Signature]  
and

The University of Michigan  
Professional Nurse Council

Date: 9/22/10

[Signature]