

## Memorandum of Understanding Programmatic

If the university considers implementing different models to deliver care including within programmatic structures, the parties will meet to determine how relevant employees may be affected.

When the parties determine the working conditions of such employees, relevant language considered includes work force transition, work redesign, transfers and promotions, dual unit and unit reconfiguration.

The parties also agree that principles of such determinations include volunteers, objective selection process, rewards, education and the acquisition of competencies to promote quality