AGREEMENT

This document outlines the principles under which the University and MNA/UMPNC agree to partner towards Magnet recognition for the University of Michigan Health System:

1. The pursuit of Magnet recognition is intended to be a transparent process that furthers our common interests. These include improving patient care, empowering RNs to act as patient advocates in accordance with their professional judgment and ethical norms, reducing errors and adverse events, improving RN recruitment and retention, and maintaining a collaborative labor-management relationship.

2. The pursuit of Magnet status shall be carried out in a manner which does not infringe upon MNA/UMPNC's role as exclusive bargaining representative.

3. The University will pursue Magnet status utilizing the existing shared governance committee structure. No committee may amend the CBA, or change terms and conditions of employment, absent the express written consent of MNA/UMPNC and the University.

4. MNA/UMPNC shall identify a bargaining unit member as a Magnet liaison to work with designated University personnel responsible for pursuing Magnet status. The designated bargaining unit member shall be provided with paid release time for attendance at Magnet activities, including relevant training opportunities. The contractually agreed upon paid release time will be used. Review for additional paid release time during this process will be done upon request of either party.

5. The parties shall utilize both the UMHS and MNA/UMPNC logos reflecting the collaborative efforts of the University and MNA/UMPNC, which shall be used on Magnet-related publications and publicity.

6. MNA/UMPNC will communicate with its membership in support of Magnet recognition as contemplated in this agreement.

7. MNA/UMPNC will collaborate with the University as the process continues to identify other ways to support Magnet recognition, including possible communications with internal or external stakeholders and third parties.

For the University:

[Signature]
Margaret Calarco
Senior Associate Director
Chief of Nursing Services

[Signature]
Kathy Jordan-Sedgeyman
Director, Human Resources

[Signature]
Date

For the UMPNC:

[Signature]
Katie Oppenheim
UMPNC Chair

[Signature]
Date

For MNA:

[Signature]
John Karebian
Michigan Nurses Association

[Signature]
Date