

Mutual Understanding of Regular to Per Diem Status from Retirement

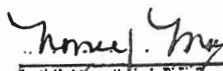
June 10, 2019


At an Article 48: Conference meeting on June 10, 2019 regarding the 2018 contractual agreement for regular RN employees who retire from the University and wish to transition to the Per Diem status, the following understanding on the implementation and expectation of Paragraph 185R-6 was established.

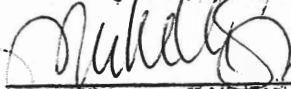
- In order to ensure there is no break in service (excluding 1-2 days, e.g., weekend), the RN who is to retire and desires to become Per Diem needs to make known to their unit/department of this intent as soon as possible but no less than 30 calendar days prior to the last day worked before retirement.
- Only if this prior notice of intent is met, an additional 30 calendar day post-retirement grace period will apply, to the extent necessary, in order to complete the approval for a posting of a Per Diem position and/or the employee to complete the required pre-employment processes in a timely manner.
- It is expected that while still employed as a Regular employee and prior to retirement, the employee will participate in the required pre-employment process (e.g. drug screen, background check, and verification of educational degree), in a timely manner, for the posted Per Diem position. It is expected the Regular member participates and completes the pre-employment processes prior to retirement so there is no break in service. There is no guarantee that a Per Diem position will be available or approved at any time.
- The qualified 30 calendar day post-retirement grace period is only allowed to account for the potential additional time needed to secure approval for a Per Diem posting and then the timely participation in the required pre-employment processes. This additional 30 calendar day period will not be extended nor should be considered as a guarantee that a Per Diem posting will be approved. After a 30 calendar day grace period, if the employee has not applied and successfully completed the pre-employment processes, a break-in service has occurred and the immediate classification to Per Diem will not be processed.

For the University:

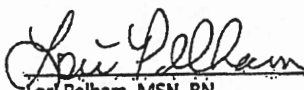
For the UMPNC:

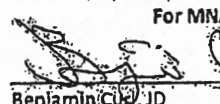

 Nancy May, DNP, RN-BC, NEA-BC Date 6/18/19
 Interim Chief Nurse Executive
 Chief Nursing Officer, UMMC, Ambulatory Care


 Katie Oppenheim, RN Date 6/18/19
 UMPNC Chair


 Michelle Sullivan, JD Date 6/18/19
 Director of Labor Relations


 Becky Mammel, RN Date 6/18/19
 UMPNC Dispute Chair


 Lori Pelham, MSN, RN Date 6/18/19
 Nursing Lead for Nursing Negotiations

For MNA:

 Benjamin Clark, JD Date 6/18/19
 MNA Representative


 Mark Kempton, MSN, RN Date 6.18.19
 Senior Labor Relations Advisor - MMHR