MEMORANDUM OF UNDERSTANDING
Per Diem On-Call System and Rates

This confirms our agreement to the following regarding on-call systems and rates for the Per Diem classifications.

In regards to on-call for the Per Diem classifications of RN Per Diem Non-Ambulatory Care (019997), RN Per Diem Ambulatory Care (019998), RN Per Diem Expanded Role (019999), and for the Per Diem RN in MVN/MVC classified under RN Per Diem Non-Ambulatory (019997), the following on-call rates will be established and used:

<table>
<thead>
<tr>
<th>Per Diem</th>
<th>Classification</th>
<th>Rate/hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>RN Per Diem Non-Ambulatory Care (including MVN/MVC)</td>
<td>019997</td>
<td>$4.54</td>
</tr>
<tr>
<td>RN Per Diem Ambulatory Care</td>
<td>019998</td>
<td>$4.77</td>
</tr>
<tr>
<td>RN Per Diem Expanded Role</td>
<td>019999</td>
<td></td>
</tr>
</tbody>
</table>

Units will be able to include the Per Diem classifications for on-call within their unit Per Diem and/or on-call scheduling guidelines.

Per Diem classifications are included and to be covered in the following specific Article 17: On-Call Systems and Pay provisions and paragraphs: 172, 173, 174, 175B, and 175C

Managers will have the discretion to cancel or restrict on-call assignments for Per Diem classifications based on competencies, skill mix and unit needs.

For the University:

Kathy Jordan-Sedgemann, RN
Human Resources Director
Date: 1/10/13

Lori Pelham, RN
Nursing Lead for Nurse Negotiations
Date: 1/10/13

For the UMPNC:

Katie Oppenheim, RN
UMPNC Chair
Date: 1/10/13

Lisa Harrison
Labor Relations Representative
Date: 1/10/13