

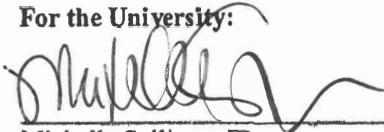
MEMORANDUM OF UNDERSTANDING
Paid Time-Off "Sell Back"

Effective January 1, 2020, the PTO "sell back" payout (as referenced in the 2018-2021 UMPNC Contract, paragraph 333A and Intent Note for Article 29, paragraph 325, pages 262-263) will be paid to an employee, annually and upon request, on the last pay day in January or the last pay day in May of each year.

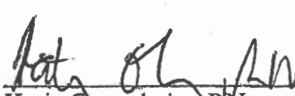
Payout requests must be dated on or after January 1 of the year the sell back payout is to occur, and must be submitted by January 15 for a January payout or by May 15 for a May payout, respectively.

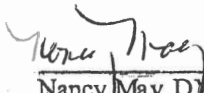
An employee's PTO bank cannot fall below 40 hours (pro-rated according to the employee's appointment fraction) as a result of a PTO sell back payout.

For the University:



Michelle Sullivan, JD
Director of Labor Relations
Date 12/12/19

For the UMPNC:


Katie Oppenheim, RN
UMPNC Chair
Date 12/10/19


Nancy May, DNP, RN-BC, NEA-BC
Chief Nurse Executive
Chief Nursing Officer, UMMG, Ambulatory Care
Date 12/11/19

For MNA:


Ben Curl, JD
MNA Representative
Date 12/9/19