


Mutual Understanding on the Transition and Conversion of Short-Term Disability (STD) to Extended Sick Time (EST)*

STD Bank	Current Active Employees	Currently on STD/LOA	Currently on Worker's Comp***
Full	<ul style="list-style-type: none"> Add 16 hours to bank <ul style="list-style-type: none"> Pay all hours at full pay Add 1056 hour bank at half pay 	N/A	<ul style="list-style-type: none"> Add 16 hours to bank <ul style="list-style-type: none"> Pay all hours at full pay Add 1056 hour bank at half pay Stop PTO accrual
Empty	<ul style="list-style-type: none"> Add 16 hours to bank <ul style="list-style-type: none"> Pay all hours at full pay Add 1056 hour bank at half pay 	(Personal Medical LOA)** <ul style="list-style-type: none"> Add 16 hours to bank <ul style="list-style-type: none"> Pay all hours at full pay Add 1056 hour bank at half pay 	<ul style="list-style-type: none"> Add 16 hours to bank <ul style="list-style-type: none"> Pay all hours at full pay Add 1056 hour bank at half pay Stop PTO accrual
Partial	<ul style="list-style-type: none"> Add 16 hours to bank <ul style="list-style-type: none"> Pay all remaining hours at full pay Add 1056 hour bank at half pay 	(STD) <ul style="list-style-type: none"> Add 16 hours to bank <ul style="list-style-type: none"> Begin pay all remaining hours at full pay Add 1056 hour bank at half pay Stop PTO accrual 	<ul style="list-style-type: none"> Add 16 hours to bank <ul style="list-style-type: none"> Pay all remaining hours at full pay Add 1056 hour bank at half pay Stop PTO accrual

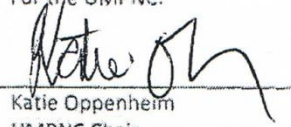
Note: * All additions and banks are pro-rated to appointment fraction
 At 2 year anniversary, EST banks first established at 1056 hours-full pay/ and 1056 hours-half pay and pro-rated for appointment fraction.

** Non-Personal Medical LOA's to have STD banks converted as "currently active employees".
 Agreed upon members out on Personal Medical LOA prior to November 6, 2011 and remain out must return and work appt. fraction for no less than 2 weeks prior to their STD bank being converted according to this cell.

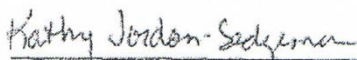
***Worker's Comp will be primary pay and EST as secondary pay for the remaining length of this contract agreement.

For the University:

 Lori Pelham
 Nursing Lead for Nursing Negotiations

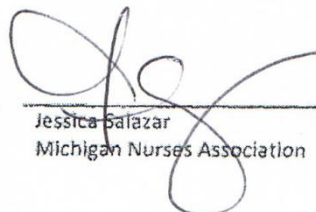
1/16/12
 Date

For the UMPNC:

 Katie Oppenheim
 UMPNC Chair

1/17/12
 Date


 Kathy Jordan-Sedgeman
 Director, Human Resources

1-13-12
 Date


 Jessica Salazar
 Michigan Nurses Association

11-20-12
 Date