

**MEMORANDUM OF UNDERSTANDING BETWEEN THE UNIVERSITY OF MICHIGAN AND  
UNIVERSITY OF MICHIGAN PROFESSIONAL NURSE COUNCIL AND MICHIGAN NURSES  
ASSOCIATION**

**Von Voigtlander Women's Hospital Reconfiguration**

This Memorandum of Understanding confirms the agreement reached between the University of Michigan (Employer) and the Michigan Nurses Association and its University of Michigan Professional Nurse Council (Association) concerning the Von Voigtlander Women's Hospital (VVWH) Reconfiguration.

- 1) The Employer will carry out the unit reconfiguration in accordance with this MOU and the Collective Bargaining Agreement between the Employer and the Association. No language in this MOU shall be construed as superseding or modifying the Collective Bargaining Agreement unless explicitly stated and then only to the extent stated in this MOU, and in no instance will the language in this agreement be construed as applying to any unit or department outside of VVWH.
- 2) Unit matching will take place from Monday, February 15 through Friday, February 19, 2021. An Association representative will be present at all unit matching meetings.
- 3) The PTO request process will begin immediately following unit matching completion. The PTO process will utilize the current seniority list for PTO dates of May 1, 2021 through October 2, 2021. The seniority lists reflecting the newly reconfigured units will be utilized for the PTO process for PTO dates of October 3, 2021 through April 30, 2022. Schedules will be posted no later than April 1, 2021, in accordance with the Collective Bargaining Agreement.
- 4) In order to minimize disruption during the reconfiguration the parties agree that, for the period of May 1, 2021 through April 30, 2022 only, the dates for PTO request rounds will be modified from the contractual dates as follows: Round 1 of PTO granting will occur on February 23, 2021. Round 2 of PTO granting will occur on March 2, 2021. The PTO granting process will be complete and final PTO schedule will still be posted no later than April 1, 2021 in accordance with the Collective Bargaining Agreement between the parties.
- 5) The newly created CORE unit will be a Central Staffing Resource (CSR) cluster falling under the purview of VVWH. Accordingly, all terms of the Collective Bargaining Agreement applicable to CSR will apply to the CORE unit, including but not limited to wages, benefits, scheduling, PTO, holidays and all other terms and conditions of employment. Select applicable terms of the Agreement are listed below for convenience and reference:

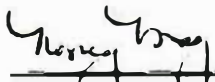
- a. CORE Unit employees will receive an additional \$2.50 on all straight-time hours worked as well as scheduled PTO, jury duty, bereavement and other time specified in the Collective Bargaining Agreement, but will not receive the additional \$2.50 for overtime hours worked;
  - b. CORE Unit employees will not have a designated float requirement, but must pick a designated float unit (if required by CBA based on hire date) if they transfer outside of the CORE Unit.
  - c. CORE Unit employees will choose three weeks (Memorial Day through Thanksgiving) to work their full appointment fraction in that holiday week. All contractual holidays are voluntary.
  - d. CORE Unit employees may not "trade" shifts with other non-CORE unit VVWH unit staff due to CORE team assignments not being made until the beginning of their shift;
  - e. CORE Unit employees will not be required to take charge duties.
  - f. CORE nurses will continue to meet their on-call requirements (4 hours per scheduling period) in accordance with current practice.
- 6) Employer will follow Collective Bargaining Agreement language regarding Assigned Time Off. Workload Committee will develop a process, if needed, to allow a CORE unit staff member to volunteer if downstaffing is being contemplated, to work for an employee in another VVWH unit (in accordance with contractual seniority provisions) who wants to use voluntary ATO instead of the CORE RN who would otherwise be canceled.
- 7) Employer will follow Collective Bargaining Agreement language regarding mandating.
- 8) Clinical Nurse Specialists will report to the Nursing Services Senior Director for Perinatal Services. Educational Nurse Coordinators and Clinical Coordinators will fall within the CORE unit. Lactation Consultants will work in the Mother/Baby unit.
- 9) For CORE Unit nurses who are scheduled to work the Thanksgiving holiday, for this year only, will convert their current tentative holiday schedule to their full-appointment holiday week.
- 10) The parties recognize that unit reconfiguration is a complex process and that additional unforeseen issues not contemplated in this agreement may need to be addressed, and agree to meet to address those issues as they arise and to continue to address applicable issues through the workload review process.


11) It is further agreed that this agreement is without prejudice to the future interpretation and application of the terms of the collective bargaining agreement, or actions the University or UMPNC may or may not have taken in the past, or may or may not take in the future in cases of similar circumstance.

For the University:


 3-19-21  
Michelle Sullivan JD Date  
Director of Labor Relations


 3/19/22  
Patricia Knudsen, MS, RN, Date  
IBCLC, C-EFM  
Nursing Services Senior Director  
Perinatal Services

 DNP, RN-BC, NEA-BC  
3/19/21 CNE  
Nancy May, DNP, RN-BC, Date  
NEA-BC  
Chief Nursing Executive

 DNP, RN  
3-19-21  
Kelly Baird-Cox, DNP, RN, Date  
CPNP, CPEN, NEA-BC  
Interim Chief Nursing Officer  
Children's and Women's Hospital

For the Association:

 3/1/2021  
Anne Jackson, BS, RN Date  
Interim President, UMPNC-MNA

 03/16/21  
Melissa Gibney, BSN, RN, BA Date  
Interim Vice President, UMPNC-MNA

 3/16/21  
Renee Curtis, BSN, RN Date  
Interim Dispute Chair, UMPNC-MNA

 3/1/2021  
Vincent Schraub, JD Date  
Labor Relations Representative  
Michigan Nurses Association