

**DRAFT**

# **Memorandum of Understanding CRNA's**

**MNA / UMPNC and University of Michigan  
Agreement, 2012**

# Educational Sessions

- Monday, October 8<sup>th</sup> - 2:00 -3:00 p.m.  
Room 2C224UH
- Wednesday, October 10<sup>th</sup> – 2:00 -3:00 p.m.  
Room B1C111UH

# Agenda

- Background / Purpose
- Review of Changes
  - OPPE
  - OA / OT – Exempt
  - Hospital Business Days
- Planned Implementation / Next Steps

*Please hold Questions until the end of the presentation*

# Purpose

- The following presentation captures the outcome of joint discussions and areas of agreement
- Including areas of change
- The three agreements represent interpretive guidelines and do not reflect changes to our current UMPNC contract

# **This Agreement Represents a Joint Effort**

Negotiated By:

**John Armelagos  
Donna Carnahan  
Lisa Harrison  
Karen Holman  
Katie Oppenheim  
Wendy Rutter  
Jessica Savage**

**Lora Gibbs  
Kathy Jordan –Sedgeman  
Sheila Kellogg  
Mark Kempton  
Shawn Murphy  
Denise Weir  
Patricia Whitfield**

# Background

Through our shared interest, we focused on:

- Clarifying implementation of OPPE
- Creating a consistent application of OA / OT for CRNA's in both UH & Mott
- Revising and clarifying guidelines for receiving hospital business (HB)

Through this joint effort, working together, the following agreements were developed:

# Article 4

## Ongoing Professional Practice Evaluation

Understanding and agreements reached

- Ongoing Professional Practice Evaluation (OPPE) Process is a separate & distinct process from Article 4 - Annual Evaluation
- All information relied upon in the Annual Evaluation process will be known in advance of the Annual Evaluation including information obtained through the OPPE

# OPPE

- All CRNA's will receive education in Peer Review
- Only CRNA's educated in Peer Review will be allowed to participate in CRNA evaluation process
- At the option of the UMPNC member, investigations of CRNA performance will have UMPNC involvement



# OPPE

cont'd

- Future exploration of different evaluation tools such as MIDAS
- Will include union representation

# Article 15 – Overtime

## Paragraph 150 Exempt Status

*Understanding and agreements reached:*

- CRNA overtime will be calculated on a 28 day ANSOS schedule
- Any hours worked in the 28 day ANSOS period over an employee's appointment fraction will be paid at straight time monthly

# Overtime / Over appointment

- Work time will be recorded on a daily basis and evaluated weekly
- Over appointment accrued during a week will not adversely affect CRNA's schedules in subsequent weeks
- Work Load Review Committees (Mott & UH) will determine certain cases known to require extra preparation time
- A start time earlier than 7:00 a.m. may be set for these cases

# Overtime / Over appointment

cont'd

- It is understood certain cases/patients require work prior to 7:00 a.m.
- CRNAs arriving in advance of normal start time due to complex cases/patients, will have this time counted as work time
- Exception time (start time in advance of 7:00 a.m.) will be audited from time to time

# Hospital Business Days

## Article 49

*Understanding of agreements reached:*

- CRNA's will receive not less than 5 hospital business days per year pro-rated to appointment fraction
- CRNA with pro-rated appointment fractions will receive no less than 3 days

# Hospital Business Days

## cont'd

- Days are equivalent to five, eight hour days
  - There will be no requirement as to the number of CE's required for use of an HB day
  - In other words, a Day is a Day
- No Hospital Business will be awarded on a day with no educational content
  - For specialized circumstances, seek a conference with your Nurse Manager

# Hospital Business Days

## cont'd

- Professional development funds are applicable to programs meeting certification & recertification requirements
- Evidence of AANA CE credits must be presented to receive Hospital Business time & applicable professional development funds
- Travel time is implied

# Hospital Business Days

## cont'd

- Allowable Hospital Business time and professional development funds, if applicable, will be applied retroactively within the fiscal period to all college coursework, approved for AANA credit

These guidelines shall be implemented  
retroactive to  
July 1, 2012



# Time Reporting Examples

## Worked Under Appointment – Paid for Full Schedule

13-May-12		14-May-12		15-May-12		16-May-12		17-May-12		18-May-12		19-May-12			Minus half hour	
IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT		for lunch	
		7:00	15:20	7:00	21:35			6:40	21:30							
LSC													Weekly Total			
		8.30		14.5				14.8						37.6	1.5	36.1
								X								
20-May-12		21-May-12		22-May-12		23-May-12		24-May-12		25-May-12		26-May-12				
IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT			
		7:00	14:45	6:40	15:35			7:00	23:00	7:00	14:50					
LSC													Weekly Total			
		7.7		8.9				16		7.8				40.4	2	38.4
				X												
27-May-12		28-May-12		29-May-12		30-May-12		31-May-12		1-Jun-12		2-Jun-12				
IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT			
				7:00	14:40	7:00	14:50	7:00	23:05	7:00	15:10					
				KEC		LSC								Weekly Total		
				7.6		7.8		16		8.1				39.5	2	37.5
3-Jun-12		4-Jun-12		5-Jun-12		6-Jun-12		7-Jun-12		8-Jun-12		9-Jun-12				
IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT			
		6:30	15:20	7:00	15:00	7:00	23:05			7:00	15:00					
										LSC				Weekly Total		
		8.8		8		16				8				40.8	2	38.8
		X														

Total hours without lunch excluded

158.3

Total hours worked	150.8
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# Time Reporting Examples

## Worked Over Appointment – No Resulting Overtime

13-May-12		14-May-12		15-May-12		16-May-12		17-May-12		18-May-12		19-May-12			Minus half hour	
IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT		for lunch	
		7:00	15:20	7:00	21:35			6:40	21:30							
		LSC												Weekly Total		
		8.30		14.5				14.8						37.6	1.5	
								X								
20-May-12		21-May-12		22-May-12		23-May-12		24-May-12		25-May-12		26-May-12				
IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT			
		7:00	16:00	6:40	15:35			7:00	23:59	7:00	15:30					
		LSC												Weekly Total		
		9		8.9				16.9		8.5				43.3	2	
				X												
27-May-12		28-May-12		29-May-12		30-May-12		31-May-12		1-Jun-12		2-Jun-12				
IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT			
				7:00	14:40	7:00	14:50	7:00	23:05	7:00	15:10					
				KEC		LSC								Weekly Total		
				7.6		7.8		16		8.1				39.5	2	
3-Jun-12		4-Jun-12		5-Jun-12		6-Jun-12		7-Jun-12		8-Jun-12		9-Jun-12				
IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT			
		6:30	15:20	7:00	15:00	7:00	23:05			7:00	15:00					
										LSC				Weekly Total		
		8.8		8		16				8				40.8	2	
		X														
													Total hours without lunch excluded	161.2	Total hours worked	153.7

# Time Reporting Examples

## Worked Over Appointment – Accrued Overtime

13-May-12		14-May-12		15-May-12		16-May-12		17-May-12		18-May-12		19-May-12		Minus half hour for lunch			
IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT				
		7:00	15:30	7:00	23:30			6:40	23:30								
		LSC												Weekly Total			
		8.50		16.5				16.8						41.8	1.5	40.3 OA	
								X									
20-May-12		21-May-12		22-May-12		23-May-12		24-May-12		25-May-12		26-May-12					
IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT				
		7:00	16:00	6:40	15:35			7:00	23:59	7:00	15:30						
		LSC												Weekly Total			
		9		8.9				16.9		8.5				43.3	2	41.3 OA	
				X													
27-May-12		28-May-12		29-May-12		30-May-12		31-May-12		1-Jun-12		2-Jun-12					
IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT				
				7:00	15:30	7:00	15:30	7:00	23:30	7:00	15:30						
				KEC		LSC								Weekly Total			
				8.5		8.5		16.5		8.5				42	2	40	
3-Jun-12		4-Jun-12		5-Jun-12		6-Jun-12		7-Jun-12		8-Jun-12		9-Jun-12					
IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT				
		6:30	15:20	7:00	15:00	7:00	23:05			7:00	15:00						
										LSC				Weekly Total			
		8.8		8		16				8				40.8	2	38.8	
		X															
													Total hours without lunch excluded	167.9	Total hours worked	160.4	OA pay of 0.4 hours

# Implementation

As noted,

- Hospital Business Days will be implemented retroactive to July 1, 2012
- Future information will be forthcoming regarding Peer Review Training
- A duplicate educational session will be held:
  - **Wednesday, October 8th – 2:00 -3:00 p.m.**  
**Room 2C224UH**

# Questions / Answers

