

## **The following joint communication was sent to all nurses on 9/26/08 via Groupwise.**

Thanks to the Nursing Community for your patience as we prepare to transition to the updated UMPNC contract. We would like to give you some idea of the next steps that we are taking to execute the new agreement.

1. Compensation will be retroactive to 7/1/08. The payroll and compensation team are reviewing the components of the agreement to best determine the hours paid since July 1, 2008, and calculate the correct payment for each RN. The transition to the new compensation schedule can be complex and we have created grids to guide the placement of each nurse. There will be a clear process for employees to request a review if an employee believes his/her step placement is incorrect. This process will be communicated to the Nursing Community through email.
2. We have obtained a listing of the 400 RNs currently residing in level A. Each nurse's experience will need to be calculated individually, and this is in process.
3. For those 400 RNs in Step 1, levels B-E, we have collected information from our central files and will begin official placement.
4. With the support of Suzanne Lewis CRNA, Advance Practice Nurse Representative, and UMPNC leadership, Russ Laurin, HR consultant, is the lead person for compiling a list of NPs requesting a review of their salary and tier placement. Russ will gather this information over the next 30 days. At that time a joint team will review, investigate and place each NP individually. His email is [rlaurin@med.umich.edu](mailto:rlaurin@med.umich.edu)  
Please email Russ directly if you believe that your tier or point placement is incorrect.
5. HR staff has gathered information on staff that were externally hired into Ambulatory Care and placed 2 steps back over the last 2 contracts so that the proper adjustment may be made.
6. We are creating a list of the new contract components such as on call rates, trigger, problem solving meetings, incremental time access, etc..., so that a joint decision may be made on when certain elements of the contract will be executed. For example we would like to start the new pay schedules in alignment with the scheduling periods. This time line will be communicated to the nursing community when complete.
7. We will also be scheduling joint education sessions to help you become better acquainted with the new agreement.

We will continue to update you throughout this transition. As soon as we have determined when the new rates will appear in paychecks, we will communicate this to you. Please let us know if you have any questions or concerns.

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