Mutual Understanding of The Nurse Practice Academy March 2012

The following was signed on March 27, 2012 by all parties.

At meetings on January 24, 2012 and February 21, 2012, the following understanding on the implementation and expectations of The Nurse Practice Academy (NPA) were established.

- The NPA is a 12 month program for nurses who have recently graduated with less than 12 months of RN experience.
- After completing the NPA, graduates will be phased into the daily staffing pool and will have an 18 month commitment to the Central Staffing Department (CSR).
- NPA candidates will not be subject to a rate that is 5% lower than their established step rate for being
 in a formal training/internship program as per Para 295A-g and after completing the NPA, the CSR
 quarterly bonus would apply as per Para 185A.
- Permanent shift assignment will occur after completion of the NPA experience.
- Contractual agreements related to Probation, Transfers as well as other contractual conditions of employment will apply as applicable.
- Any extensions to the established NPA program timelines related to approved absences and leaves will be handled on a case-by-case basis and within applicable contractual guidelines.

For the University:		For the UMPNC:	
Jean Shlafer Director of Nursing	Date	Katie Oppenheim UMPNC Chair	Date
		For MNA:	
Sharon Smith Director of PD&E	Date	Jessica Salazar Labor Relations Represe	Date entative
ori Pelham Date Nursing Lead for nursing Negotiations			
Mark Kempton HR Consultant	 Date		