

MEMORANDUM OF UNDERSTANDING

Float Pay Related to the Formation and Staffing of the Michigan Medicine Regional Infection Control Unit

The University of Michigan and the University of Michigan Professional Nurse Council (the "Union"), in light of the current COVID-19 pandemic, agree to the following:

1. Beginning on March 16, 2020 and for the next 90-days thereafter, bargaining unit members who volunteer to staff the newly created Regional Infection Control Unit (RICU) shall be afforded the \$8.00 per hour float bonus, only, pursuant to Article 20 of the UMPNC bargaining agreement. This excludes the option to accrue 1 hour of PTO for every 4 hours worked.
2. Due to the specific, unprecedented nature of the COVID-19 pandemic, and in recognition of the unique nature of the RICU, the float bonus will continue to be paid regardless of whether or not those bargaining unit members voluntarily staffing the RICU unit enter into OA/OT while staffing the unit.
3. It is understood that float pay is being granted in this instance as a means of supplementing the compensation of voluntary RICU staff and strictly in response to the COVID-19 pandemic. If circumstances require treatment of COVID-19 patients in the RICU for longer than the aforementioned 90-days, the parties will revisit this time period.

It is further understood that this agreement is without prejudice or precedent to the University in the future interpretation and application of the terms of our collective bargaining agreement, or actions that the University may or may not have taken in the past, or may or may not take in the future in cases of similar circumstances

For the University:

Mary Mag, Dir. RI-IC, NEA-BC 3/18/2020

 Signature Date

[Signature] 3.19.2020

 Signature Date

For the Union:

[Signature] 3/17/20

 Signature Date

[Signature] 3/18/2020

 Signature Date