

SETTLEMENT AGREEMENT

This confirms the settlement reached between the University of Michigan (University), the University of Michigan Professional Nurse Council (UMPNC), and the Michigan Nurses Association (MNA) resolving dispute MNA 13-06 (8450) concerning Association representation under Paragraph 498 of the Collective Bargaining Agreement (CBA). The terms of the settlement are as follows:

1. The Association will be notified of investigational meetings conducted by a manager or designee pursuant to Paragraph 498 of the CBA where drug or narcotic discrepancies are suspected and/or where Security personnel are to be present in the meeting.
2. An MNA representative in addition to the UMPNC representative may be in attendance at such meetings. The scheduling of Paragraph 498 investigational meetings shall be as stated in Paragraph 498.

This agreement does not encompass or prejudice the rights of any party regarding investigational meetings not falling under Paragraph 498 of the CBA, and, except as stated herein, is without prejudice to the future interpretation and application of the terms of the CBA, or actions the University or the Association may or may not have taken in the past, or in future cases of similar circumstance.

For the University:

Kathy Jordan Sedgeman 5/9/14
 Kathy Jordan-Sedgeman, RN Date
 Director of Human Resources

Lori Pelham 5/9/14
 Lori Pelham, RN Date
 Nursing Lead for Nursing Negotiations

Mark Kempton 5/9/14
 Mark Kempton, RN Date
 HR Manager

For UMPNC:

Katie Oppenheim 5/9/14
 Katie Oppenheim, RN Date
 UMPNC Chair

Steven Strahle 5.9.14
 Steven Strahle, RN Date
 UMPNC Vice-Chair

For MNA:
James Chiodini 5/9/14
 James Chiodini Date
 Representative for MNA

cc: UMPNC
HR