

MEMORANDUM OF UNDERSTANDING
Individual Limits and OA/OT Incentives Related to Separate/Different Units
'Separate Buckets'

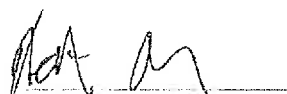
In regards to Article 15: Overtime and Section F: Overtime Systems, it is understood that when an employee works on another unit (separate) that is not the employee's "home unit", the employee must qualify for the Individual Limit and OA/OT Incentives as follows:

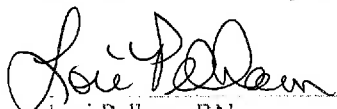
- Working eligible OA/OT hours on that non-home (separate) unit that qualifies them for that separate unit's Individual Limit (Para 163D. 1-4) and OA/OT Incentives (Para 163F. 1-2 and Para 163I) regardless of eligible OA/OT hours worked on the home unit or Individual Limit or OA/OT Incentives reached on the home unit. This has been labeled and practiced as 'separate buckets' since 2009.
- Exceptions to the Individual Limit and OA/OT Incentives continue as noted in Para 163E and 163H.
- Special Staffing Incentives are specifically written as to what and /or where the eligible OA/OT hours worked will be considered toward any special incentives and will be followed as written.
- This separate bucket concept does not apply to Dual Unit employees. They will use their designated home unit for the determination of specific Individual Limits and OA/OT Incentives.

For the University:

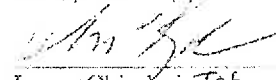
 7/25/16
 Mark Kempton, RN Date
 Sr. Labor Relations Specialist

For the UMPNC:

 7/20/16
 Katie Oppenheim, RN Date
 UMPNC Chair

 7/27/16
 Lori Pelham, RN Date
 Nursing Lead for Nursing Negotiations

For MNA:

 7/21/16
 James Chiodini John Date
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