

Mutual Understanding of The Nurse Practice Academy (NPA)
November 2015

The following was agreed upon November , 2015 by all parties.

At the meeting on November 24, 2015, a MOU was agreed upon for a Nurse Practice Academy. The following is based upon that understanding.

- o The pediatric critical care NPA is a 12 month program for nurses who have recently graduated with less than 12 months of RN experience.
- o After successful completion of the NPA, graduates will be phased into the dally staffing pool and will have at least 18 – 24 months commitment to the Central Staffing Department (CSR) based upon demonstrated competency.
- o 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.
- o Permanent shift assignment will occur after completion of the NPA experience.
- o Contractual agreements related to Probation, Transfers as well as other contractual conditions of employment will apply as applicable.
- o 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:

Margay Britton 12/7/15
Margay Britton Date
Director of Nursing

David MacIntyre
David MacIntyre Date
Associate Director Care Management

Lori Pelham 12/16/15
Lori Pelham Date
Nursing Lead for nursing Negotiations

Jennifer Stalmark 12/22/2015
Jennifer Stalmark Date
Business Partner

For the UMPNC:

Katie Oppenheim 12/2/15
Katie Oppenheim Date
UMPNC Chair

For MNA:

John Karebian 12/3/15
John Karebian Date
MNA