

**SETTLEMENT AGREEMENT
BETWEEN THE UNIVERSITY OF MICHIGAN PROFESSIONAL NURSE COUNCIL,
THE MICHIGAN NURSES ASSOCIATION AND
THE UNIVERSITY OF MICHIGAN**

This confirms the agreement reached between the University of Michigan, the University of Michigan Professional Nurse Council (UMPNC), and the Michigan Nurses Association (MNA), concerning specific shifts worked by non-exempt bargaining unit members which span the hours of 9:00 am to 9:30 pm:

1. The University agrees that, henceforth, any shift worked by a non-exempt bargaining unit member which begins at 9:00 am and ends at 9:30 pm will be considered an evening shift and will be paid at the contractual evening shift differential pursuant to Paragraph 165 of the UMPNC collective bargaining agreement.
2. It is hereby agreed that bargaining unit employees who have been working this shift but were not receiving the evening shift differential shall be entitled to reimbursement for the amount they were undercompensated up to a maximum of six months.
3. If any employee who qualifies for additional compensation under this agreement was redeployed or otherwise unable to work their usual 9:00 am to 9:30 pm shift as a result of the COVID-19 pandemic, their six-month look back period will begin from the date they last worked a 9:00 am to 9:30 pm shift on or before March 13, 2020.
4. It is further understood that this agreement is without prejudice to the future interpretation and application of the terms of the UMPNC collective bargaining agreement, or actions the University or the UMPNC may or may not have taken in the past, or may or may not take in the future, in cases of similar circumstance and that this settlement precludes the filing of any future dispute regarding this matter.

The parties agree that an image or copy of this agreement is as valid as the original.

ACCEPTED AND APPROVED:

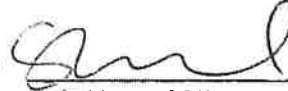
For the University:



Joel Gerring, JD
Senior Labor Relations
Advisor


6/9/2020
Date

For the UMPNC:



Becky Mammel, RN
UMPNC Dispute Chair

6/26/2020
Date



Michelle Sullivan, JD
Director, Labor Relations

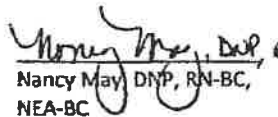
6/15/2020
Date

For MNA:



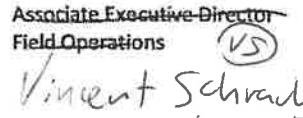
Sascha Eisner
Associate Executive Director
Field Operations

6/26/2020
Date



Nancy May, DNP, RN-BC,
NEA-BC
Chief Nursing Executive

6/9/2020
Date



Vincent Schraub
Labor Relations Rep.