

AGREEMENT
Brandon NICU Neonatal Nurse Practitioners (NNP)
Provider Coverage Incentive
June 25, 2021 – July 31, 2021

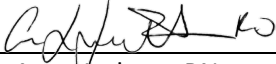
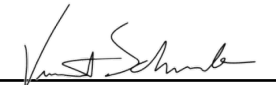
This confirms the agreement reached between the University of Michigan, and the Michigan Nurses Association and its University of Michigan Professional Nurse Council, hereinafter called "Association," concerning an additional service dollars (ASD) incentive for Certified Neonatal Nurse Practitioners.

1. Effective beginning **Friday, June 25, 2021 at 7am** through **Saturday, July 31 at 11pm** shifts available for ASD will be offered to eligible Neonatal Nurse Practitioners (NNPs) by email and those interested will be given three days from the date of the email to respond, also by email, to the scheduler indicating their interest. ASD shifts will be distributed evenly amongst interested team members by the NNP Nurse Manager as best supports unit staffing.
2. On days when additional team members are needed to meet service requirements, volunteer NNPs will be paid at their normal daily rate as well as receive \$500 ASD for every additional 12 hour shift worked beyond their scheduled hours.
3. Individuals providing coverage as unscheduled over appointment hours will be considered for this incentive on a case by case basis.
4. This Agreement supersedes or otherwise replaces any similar Agreement regarding incentive pay that may currently be in effect for this department involving Certified Neonatal Nurse Practitioners.

It is further understood that this agreement is without prejudice as to the future interpretation and application of the terms of the collective bargaining agreement, or actions the University or MNA-UMPNC mayor may not have taken in the past, or may or may not take in the future in cases of similar circumstance.

For the University:

For the Association:

<hr/> <p>Michelle Sullivan, JD Director of Labor Relations</p>	<hr/> <p>Date</p>	 <hr/> <p>Anne Jackson, RN Interim MNA-UMPNC President</p>	<hr/> <p>6/25/2021</p> <hr/> <p>Date</p>
<hr/> <p>Kelly Baird-Cox, DNP, RN, NEA-BC, CENP Interim Chief Nursing Officer C.S. Mott Children's Hospital Von Voigtlander Women's Hospital</p>	<hr/> <p>Date</p>	 <hr/> <p>Vincent Schraub, JD MNA Representative</p>	<hr/> <p>6/25/2021</p> <hr/> <p>Date</p>
<hr/> <p>Nancy May, DNP, RN-BC Chief Nursing Executive</p>	<hr/> <p>Date</p>		