

MEMORANDUM OF UNDERSTANDING

Temporary Float Pool

September 1, 2021

This Memorandum of Understanding (“MOU”) is entered into by and between Sparrow Hospital (“Sparrow”) and the Michigan Nurses Association (“MNA”) and is intended to memorialize agreements reached by the parties with respect to a temporary float pool. Sparrow and the MNA agree as follows:

Goal: To create a temporary float pool to support current staffing fluctuation by increasing the number of covered shifts in the following work groups: Critical Care, Adult Acute Care (Subgroups A & B as well as Float Pools), Children’s, Obstetrics, and Emergency Units, and Behavioral Medicine.

Eligible Caregivers: Any Per Diem, Part Time and Full Time Clinical Registered Nurse competent to care for the workgroup patient population.

Bonus:

The pay period following completion of the RN’s 8 week commitment, the RN will receive a \$10,000 lump sum bonus less applicable taxes and withholdings.

Commitment:

- a. Full Time RNs must be scheduled and work four 12 hour shifts per week for an 8 week period to include 8 weekend shifts. A total of 384 hours in 8 weeks
- b. Part-Time RNs must be scheduled and work three 12 hour shifts per week in an 8 week period to include 8 weekend shifts. A total of 288 hours in 8 weeks
- c. Per Diem RNs must be scheduled and work two 12 hour shifts per week in an 8 week period to include 8 weekend shifts. A total of 192 hours in 8 weeks
- d. Supplemental Pool RNs must be scheduled to work an additional eight 12 hours shifts off shifts (nights and weekends) above their normal commitment. Total hours will vary by the Supplemental Pool RNs levels per 27.4.

Schedule and Floating:

RNs will schedule their hours in their own department and float as needed. RN’s working in this temporary float pool may be floated to any department in their Workgroup, but priority will be given to working in their own department, if there are not any float needs within the Workgroup. Inpatient RNs in the temporary float pool may be assigned to take care of inpatients awaiting beds in the Emergency Department.

Unscheduled Absence:

In order to maintain this bonus, any unscheduled absences or FMLA occurrences must be re-scheduled within two weeks and may be waived at the discretion and needs of Sparrow.

Position Award Process

Management will announce the temporary float pool opportunities to affected RNs by September 7th, 2021. Interested RNs will email their interest to RNbonus@sparrow.org no later than 2359 on September 14th, 2021. Temporary float pool positions will be awarded in the following manner.

- a. For Adult Acute Care, temporary float pool positions will be awarded based on bargaining unit seniority (high to low) on the shift and within the Workgroup. For the purpose of this section, Float Pool and Supplemental Pool RNs will be considered within the Workgroup(s) that they normally work.
- b. For Critical Care, temporary float pool positions will be awarded based on bargaining unit seniority (high to low) on the shift and within the Workgroup. For the purpose of this section, Float Pool and Supplemental Pool RNs will be considered within the Workgroup they normally work.
- c. For all other areas (e.g. Pediatrics, Labor and Delivery), temporary float pool positions will be awarded based on bargaining unit seniority (high to low) on the unit and shift.

PESCH MNA will be provided information on all applicants and awardees.

Paid Time Off

- a. RNs may take no more than 36 hours of pre-approved PTO during this time. If pre-approved PTO is taken, those days must be made up no later than 11 weeks after the start of the bonus period. Otherwise, the RN forfeits the bonus.
- b. RNs may cancel approved PTO in order to participate in this MOU

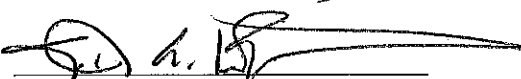
Benefits and Other Terms of Employment:

- a. There are no other changes to terms and conditions of employment.
- b. Applicable overtime, benefits, and differentials will be provided.
- c. Current bonus shift offerings will be available beyond the above commitment

RNs accepting temporary float pool position will begin working additional shifts in the week beginning September 26, 2021.


 Amy Brown, CNO Sparrow Hospital

9/7/2021
 Date


 Cindy LaFountain, Director of Caregiver Relations - HR

9-7-2021
 Date


 Branden Gemzer, MNA Labor Relations Representative

9.3.2021
 Date


 Jessica Lannon, MNA/PECOSH Grievance Chairperson

9-3-21
 Date