MEMORANDUM OF UNDERSTANDING

4/13/2011

1. Current anniversary dates listed for bargaining unit registered nurses will remain in place.

2. For any bargaining unit registered nurse hired after the date of this memorandum of understanding, the Medical Center will only use the nurse's hire date as his or her anniversary date.

3. For all bargaining unit registered nurses, only the anniversary date will be used for future salary step administration.

4. Annual evaluations will be based on the nurse’s anniversary date, regardless of transfer to a different position, with the exception that in the event a nurse is moved from a staff RN position to a Charge Nurse position, that nurse’s evaluation schedule will be reset effective the date of the position change in order to give the nurse more timely and effective feedback on his or her performance as a Charge Nurse. Such a change in a Charge Nurse’s evaluation schedule will not affect his or her anniversary date.

5. The MOU reflects the parties' entire agreement on the subject matter and is not intended by the parties to set a precedent for any further situation.

6. The MOU resolves grievance 003 10.PMM.070.

[Signature]
PMMC Administrative Representative

[Signature] 4/19/11
ONA Labor Representative