

THE MICHIGAN DIFFERENCE RN BENEFITS AT A GLANCE



5000+
Nurses at
Michigan Medicine

**MAGNET
RECOGNIZED**
AMERICAN NURSES
CREDENTIALING CENTER

Magnet recognized
institution

UMPNC
an affiliate
of the
MI **NURSES** Association

*Wellness
Programs*
for work/life
balance

2:1
Matching
retirement
plans

*Tuition
Support*



As one of America's premier academic medical centers, Michigan Medicine is world-renowned for the quality care we offer patients and their families. But we also make it a priority to care for the needs of the thousands of members of our employee family whose talents and dedication embody The Michigan Difference.

As a part of our total commitment to our employees, we are proud to offer an extraordinary selection of benefits, resources, and programs.

- Flexible Benefit Programs
- Time Off Allowances
- Tuition Support Programs
- Retirement Plans
- Wellness plans
- Work/life resources

M | MICHIGAN MEDICINE
UNIVERSITY OF MICHIGAN

A Non-Discriminatory, Affirmative Action Employer

For career opportunities please visit www.UMnursing.org

Flexible Benefits Overview

An employee hired into a regular position with an appointment of at least 20 hours per week is eligible for full health insurance, vision, and dental benefits on the first day of employment.

Hours of Work

Work shifts vary according to unit need and may include 8hr, 10hr, 12hr, and 8/12hr combinations.

Shift Differential and Bonus Program

Evening: \$1.00/hr	Night: \$1.25/hr
Straight eve shift/full-time: \$200/qtr plus \$1500/yr	Straight night shift/full-time: \$300/qtr plus \$2000/yr

Time Off Allowance

RNs accrue paid time off each month, at rates based on their specific appointment and years of service. During the first year of employment, staff members acquire more than two weeks of combined sick, vacation, and personal time, in addition to paid observed holidays. Over time, employees can accrue in excess of six total weeks of paid time off per year.

University Observed Holidays

The following days are observed as paid holidays annually: New Year's Day, Memorial Day, 4th of July, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Day (*Christmas is paid at 3 times base salary*).

Tuition Support Program

After six months of satisfactory employment, RNs become eligible for our tuition support program, providing partial reimbursement for job related education courses. *Ph.D. course work is not reimbursed. Reimbursement applies for up to 4 credit hours/term.*

Full-time employees are eligible for 75% of the cost of UM tuition/registration fees (OR) the lesser of 75% of the cost of in-state tuition/registration fees or a pre-determined amount per academic year for non-UM classes.

Part-time employees working at least 20 hours/week may receive tuition reimbursement proportional to their appointment fraction.

Retirement Plans

Michigan Medicine provides incredible, tax deferred retirement annuity plans featuring:

- 2:1 Matching—Contribute 4.5% of your salary to the retirement annuity plan and Michigan Medicine contributes an additional 9% in matching funds after the first year of employment
- 100% employee vesting—All retirement savings plan contributions and earnings are vested immediately.

Work/Life Resource Center & Wellness Programs

The Work/Life Resource Center offers resources for child care, elder/dependent care and any other assistance an employee

may need in maintaining a healthy balance between work and personal responsibilities. See more information at www.umich.edu/~hrraa/worklife.

As a leading health system, we recognize the need for healthy lifestyles in and out of your daily work environment. That's why we provide a variety of resources to keep you healthy, active, and in control of your overall well-being with our MHealthy program. See more information on this university-wide effort at www.mhealthy.umich.edu.

Orientation

Orientation begins with a 5-day central nurse specialized program, followed by special classes for the following areas: Adult Medical Surgical, Adult Critical Care, Pediatric Critical Care, and General Critical Care.

The intensive care units and step-down units combine their individualized orientations with a comprehensive centralized Critical Care Orientation program. Our unit-based orientation is a preceptor experience that focuses on the unique needs of each staff member.

Probationary Period

RNs are on probation for the first six months of employment. Experienced RNs are expected to remain on the hiring unit for a one year commitment, and graduate nurses eighteen months, before transferring to another unit.

Parking Permit

Each employee is eligible to purchase a parking permit on the first day of employment. In order to purchase a permit, new employees should bring their driver's license plus cash or check. For more information: www.pts.umich.edu/parking/faculty-staff.php.

Licensure Requirements

Upon employment, each RN applicant must have a license to practice in the State of Michigan. Graduate Nurses awaiting state board results and licensure will be able to practice as Graduate Nurses, with limitation guidelines, under the supervision of an RN.

Representation

Registered Nurses are covered by a collective bargaining agreement between Michigan Medicine and the Professional Nurse Council of the MNA. For more information or questions regarding union membership, please visit www.umpnc.org.

**For complete details on benefits within your area of interest, please visit: hr.umich.edu/benefits-wellness or inquire with your recruiter or hiring manager.*



Nurse Recruitment and Retention
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