

THE MICHIGAN DIFFERENCE

APRN BENEFITS AT A GLANCE



5,900+

NURSES AT
MICHIGAN MEDICINE

570+

ADVANCED PRACTICE
REGISTERED NURSES

THE UNIVERSITY OF MICHIGAN HOSPITALS OF MICHIGAN MEDICINE HAVE ACHIEVED MAGNET® RECOGNITION FROM THE ANCC



FOR WORK/LIFE
BALANCE



RETIREMENT
PLANS



**BEST
HOSPITALS**
A WORLD REPORT
U.S. News
HONOR ROLL
2019-20



HEALTHIEST 100 WORKPLACES IN AMERICA
HEALTHIEST EMPLOYERS LLC



40 HEALTH CENTER LOCATIONS

#1 HOSPITAL IN THE STATE OF MICHIGAN
#11 HOSPITAL IN THE NATION

2019-20 U.S. NEWS & WORLD REPORT'S 'BEST HOSPITALS'



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 Health, Dental, and Vision Plans
- Retirement Savings Plans with 2:1 Matching
- Group Term Life Insurance
- Long Term Disability Plan
- Generous Time Off Allowances
- Annual Professional Development Funds
- Paid Release Time for Professional Education Activities
- Paid Maternity and Parental Leave
- Wellness Plans
- Work/Life Resources

M | **NURSING AT MICHIGAN**
MICHIGAN MEDICINE

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.

Health Plans

A selection of health plans to help you stay well and protect yourself and your family. Eligible employees and retirees can select from Comprehensive Major Medical, U-M Premier Care and Community Blue PPO.

Dental Plan

Administered by Delta Dental of Michigan, to promote regular dental visits and good oral health.

Vision Plan

Davis Vision, a national administrator of routine vision care programs, provides benefits under the Vision Plan.

TIME OFF ALLOWANCE

APRNs 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 five weeks of combined sick, vacation, and personal time, in addition to paid observed holidays. Over time, employees can accrue in excess of seven total weeks of paid time off per year.

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.

RETIREMENT PLANS

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

- o 2:1 Matching—After the first year of employment
- o 100% employee vesting—All retirement savings plan contributions and earnings are vested immediately.

GROUP TERM LIFE INSURANCE

The University of Michigan provides a basic level of life insurance coverage at no cost to faculty and staff, with the option to add more coverage for yourself or your dependents at your expense.

LONG TERM DISABILITY PLAN

Long-Term Disability (LTD) insurance protects you and your family financially by providing a source of income if you become disabled and can no longer work. In addition, coverage includes benefits that you have at the time of disability, such as medical and prescription drug coverage for you and your eligible dependents enrolled at the time of your disability.

PROFESSIONAL DEVELOPMENT

Professional Development funds will be available on an annual basis for each APRN with an appointment fraction of fifty percent (50%) or more:

Clinical Nurse Specialist (CNS) minimum of \$1500

Nurse Practitioner (NP) minimum of \$2000

Certified Nurse Midwife (CNM) minimum of \$2000

Certified Registered Nurse Anesthetist (CRNA) minimum of \$2500

PAID TIME FOR PROFESSIONAL EDUCATION ACTIVITIES

Each APRN will receive no less than five (5) days, prorated to appointment fraction, with a minimum of three (3) business days.

PAID MATERNITY AND PARENTAL LEAVE

- Birth mothers may take up to 6 weeks of maternity (childbirth) leave + 6 weeks of parental leave, for a total of up to 12 weeks.
- Non-birth parents, including fathers, may take up to 6 weeks of parental leave.

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/~hrra/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 mhealthy.umich.edu.

PROBATIONARY PERIOD

APRNs are on probation for the first six months of employment and are expected to remain on the hiring unit for a one year commitment 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:

ltp.umich.edu/parking/permit-parking

LICENSURE REQUIREMENTS

Upon employment, each Advanced Practice Professional applicant must have a license to practice in the State of Michigan. APRNs must have successful completion of the credentialing and privileging process prior to starting.

REPRESENTATION

APRNs 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.umnpc.org.



Nurse Recruitment and Retention www.UMnursing.org
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