As one of America’s premier academic medical centers, University of Michigan Health 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 Paid Time Off Allowances
- Annual Professional Development Funds
- Paid Release Time for Professional Education Activities
- Paid Maternity and Parental Leave
- Wellness Plans
- Work/Life Resources
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.

TUITION SUPPORT PROGRAM
Eligible for our tuition support program, providing partial after six months of satisfactory employment, RNs become eligible for our tuition support program, providing partial

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/~hraa/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.

ORIENTATION
We begin with a general Central Nurse Orientation program, followed by specialized 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.

We are proud to offer the Transition to Practice Program for all new RN/GN hires and RN transfers. Our program is active learning for nurses, to promote patient safety and nurse engagement by supporting nurses during the critical transition into their new role and/or practice setting within University of Michigan Health. For more information visit: www.med.umich.edu/nursing-PDE/residency_fellowships.

PAYING TO WORK

REGISTRATION PERIOD
RN 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: ltp.umich.edu/parking/permit-parking.

LICENSE 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 University of Michigan Health and the Professional Nurse Council of the MNA. For more information or questions regarding union membership, please visit www.mna-umpnc.org.

2022 MNA-UMPNC UNION DUES
$64.03/month or $768.36/year