

Background information and data

2022 Negotiations with MNA/UMPNC

Staffing and Recruitment

- Despite a nationwide staffing shortage, Michigan Medicine is on track to have a record-setting year for nurse recruitment in fiscal year 2022 (July 1, 2021 – June 30, 2022).
 - As of May 9, we have hired 1,058 total nurses. This includes regular and temporary RNs, APRNs, LPNs, and nursing leadership roles.
 - In fiscal year 2021, we hired 817 nurses in the same categories.
- Since September 2020, Michigan Medicine's nursing workforce has increased from 6,149 nurses to 6,494 nurses, as of May 9, 2022. This includes regular and temporary RNs.
- In fiscal year 2021, the separation rate for Michigan Medicine nurses was 7.8% compared to a national average of 22.5%. *
 - As of March 2022, Michigan Medicine's separation rate is 8.1%.
- Michigan Medicine's current vacancy rate is 5% compared to the current national average vacancy rate of 17%. *
- The pandemic appears to have increased "internal churn" at Michigan Medicine, a statistic we track when nurses move from one unit to another but stay within the health system.
 - In FY22 (as of April) 674 nurses changed units (this includes RN, RSAM, APRN)
 - Historically we have seen approximately 500 nurses transfer yearly
- In 2022, Michigan Medicine implemented a new "Patient Care Tech temp pool" designed to provide alternative coverage to help meet the fluctuating needs of the patients and variation in census on a day-to-day basis
 - Through the new program, nursing students are recruited into patient care tech roles for the summer and beyond
 - We are hoping to hire 30 students and have made 26 hires to-date

Compensation

- All Michigan Medicine nurses are compensated above the 50th percentile according to market data with the majority of nurses compensated at the 70th percentile.
- Average salaries for Michigan Medicine nurses vary based on experience and job category. Below are examples of current average salaries for several nursing groups as outlined in the current contract:
 - Newly graduated nurses and RNs with < 1 year experience – \$69,846
 - Experienced RNs – Range from \$89,845 – \$110,513
 - Nurse Practitioners – \$126,644
 - Midwives – \$136,876

* *Benchmarking data from 2022 NSI National Health Care Retention & RN Staffing Report*

- Certified Registered Nurse Anesthetist (CRNA) – \$230,578
- Majority of Michigan Medicine nurses fall into a category of experienced nurses, with an average salary of \$89,845.61
- On top of annual base salary, the current contract includes opportunities for additional compensation, including:
 - Advancement on the Professional Development Framework and Role Specific Advancement Model
 - Shift and weekend premiums
 - Overtime and Over appointment pay
 - Holiday pay
 - On-call pay