

**LETTER OF AGREEMENT BETWEEN ASCENSION GENESYS HOSPITAL AND
TEAMSTERS LOCAL UNION NO. 332
REGARDING STAFFING IN CRITICAL CARE UNITS**

In accordance with the RN Collective Bargaining Agreement and Technical Employees Bargaining Agreement, this Letter of Agreement is entered into on a non-precedent setting basis between Ascension Genesys Hospital (the "Medical Center") and Teamsters Local 332 (the "Union") and represents the full agreement of the parties regarding the care of patients in the critical care units.

1. Effective October 30, 2020 through January 20, 2021, the parties agree that due to the increase in COVID-19 positive patients and a high patient census, the Medical Center desires to align units for patient care on a daily basis.
2. To decrease the risk of exposure, TCU will become a flex unit where stepdown and ICU patients will be taken care of. Step Down patients will have a 1:3 ratio that will be managed by TCU staff. Vented patients will be ICU patients and managed by ICU nurses with a 1:1 or 1:2 ratio based on acuity and in accordance with Article 14, Nurse to Patient Ratios.
3. MICU will be a mirror-image of TCU where acuity will flex and staffing needs will depend on the type of patients in accordance with Article 14, Nurse to Patient Ratios. Vented patients will be assigned to ICU nurses with a 1:1 or 1:2 ratio based on acuity, and stepdown patients will be assigned to TCU staff with a 1:3 ratio.
4. Both units will have ICU and step-down staff. The driving force of this is to try to keep the patient on the same unit through the progression of their illness until they can be downgraded to a medical floor. Nurse to patient ratios will be followed in accordance with Article 14, Nurse to Patient Ratios.
5. To maintain patient throughput:
 - a. 1st floor (Pediatric rooms 1097-1103) will be an overflow of medical/surgical unit where it can take patients that are either twenty three (23) hour admit patients or patients that are lower acuity of either gender.
 - b. 2 South Telemetry will temporarily be assigned surgical cardiac patients (normally TCU patients) that would need to stay overnight for observation with a 1:3 ratio.
 - c. CVC will manage clean bipap patients (non-COVID) with a ratio of 1:3.
6. Staff assigned to COVID-19 units will remain on the unit for the entire shift and not be pulled to clean areas.
7. Beginning November 11, 2020, RNs and Techs who are cancelled will be offered the opportunity to be reassigned to work as assistive staff in areas where appropriate nursing support staff cannot be provided or nurse to patient ratios warrant additional staff. This process will be followed utilizing the language in the collective bargaining agreement (i.e, additional hours, volunteers, mandation).

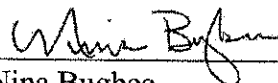
8. Effective November 11, 2020, the Medical Center recognizes the critical staffing need and will implement a critical staffing bonus of \$30.00 per hour for RNs working in MICU, SICU, NTICU, TCU, 2 South Telemetry, CVC, 4 South, 2 South, 4 North, ERT, PAT, Acute Care Rehab, Sub Acute Rehab, PRCU, PACU, Cath Lab, L&D, Post-Partum, SCN, Peds, ED, OBS, CRDC, OR, MPU, Infusion Clinic, Interventional Radiology, Non-Invasive Cardiology, Cardiac Rehab and IV Team nurses and Respiratory Therapists who pick up extra shifts (including UFS, additional shifts and mandated shifts but excluding on-call and hours worked while on-call) for the duration of this Letter of Agreement.
9. Effective November 11, 2020, the Medical Center recognizes the critical staffing need for weekend shifts and will implement a critical staffing bonus of \$40.00 per hour for RNs in MICU, SICU, NTICU, TCU, 2 South Telemetry, CVC, 4 South, 2 South, 4 North, ERT, PAT, Acute Care Rehab, Sub Acute Rehab, PRCU, PACU, Cath Lab, L&D, Post-Partum, SCN, Peds, ED, OBS, CRDC, OR, MPU, Infusion Clinic, Interventional Radiology, Non-Invasive Cardiology, Cardiac Rehab and IV Team nurses and Respiratory Therapists who pick up extra shifts from 7p Friday to 7a Monday for RNs and 6p Friday to 6a Monday for Respiratory Therapists (including UFS, additional shifts and mandated shifts but excluding on-call and hours worked while on-call) for the duration of this Letter of Agreement.
10. Effective November 11, 2020, the Medical Center will implement a critical staffing bonus of \$20.00 per hour for all other Techs (i.e. Angio, Cardiovascular, ED, CT, Radiology, Echo, LPNs, OB, Remote Telemetry, Endo, Ultrasound, Radiation Therapist, Lab, Histology, EEG/EKG) who pick up extra shifts Monday-Friday and \$30.00 per hours for extra shifts from 7p Friday to 7a Monday (including UFS, additional shifts and mandated shifts but excluding on-call and hours worked while on-call) for the duration of this Letter of Agreement.
11. The critical staffing bonus will be forfeited if the RN or Tech calls in or otherwise fails to work their regular scheduled shifts during the same work week he/she works an extra shift as outlined herein.
12. To ensure the patient care needs are met, the Medical Center and the Union agree to re-evaluate whether an extension to this Letter of Agreement is necessary prior to January 20, 2021.
13. The Medical Center and the Union, each by their undersigned respective authorized representative, agree that each has read this Letter of Agreement, and understands and agrees with the terms and conditions set forth above.
14. This Agreement supersedes and replaces the Letter of Agreement dated November 3, 2020.
15. All other provisions of the 2020 through 2024 RN Collective Bargaining Agreement and the 2018 through 2022 Technical Employees Collective Bargaining Agreement will remain in full force and effect.

Ascension Genesys Hospital



Paula Coffee
Director, Labor Relations

Teamsters Local Union 332



Nina Bugbee
President

Date: 11/13/2020

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