

**LETTER OF AGREEMENT BETWEEN
MCLAREN-FLINT AND TEAMSTERS LOCAL UNION NO. 332
REGARDING COVID-19 CRITICAL STAFFING NEED INITIATIVE**

In accordance with the McLaren-Flint Technical Collective Bargaining Agreement, this Letter of Agreement is entered into between (the "Employer") and Teamsters Local 332 (the "Union") and represents the full agreement of the parties regarding critical staffing needs during COVID-19.

1. Due to the increase of COVID-19 positive patients, leaves of absences, vacancies, and in an effort to decrease the number of staffing needs, the Union and the Employer mutually agree to initiate a Critical Staffing Bonus. The Critical Staffing bonus will be \$60 per four (4) hour shift (equivalent of \$15/hour).
2. Any employees in the McLaren Flint Technical Bargaining Unit who pick up additional four (4) hour blocks of time, beyond their authorized hours, as a Respiratory Therapist, an Emergency Room Technician, or as a Radiologic Technologist will be eligible for the Critical Staffing Bonus.
3. Per Article 23, Scheduling, a voluntarily needs list will be posted for signatures and awarded per the Collective Bargaining Agreement.
4. The Critical Staffing Bonus will be forfeited if the employee calls in or otherwise fails to work their regular scheduled shifts during the same work week he/she works extra hours as outlined herein. However, if the employee is Daily Staff Adjusted, he/she will not lose the bonus.
5. Critical Staffing Bonus will be paid no later than the pay period following when the extra hours were worked.
6. To ensure patient care needs are met, the Employer and the Union agree to re-evaluate whether an extension to this Letter of Agreement is necessary beyond January 16, 2021.
7. The Employer 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.
8. All other provisions of the 2017 through 2021 Technical Collective Bargaining Agreement and Letters of Agreement will remain in full force and effect.

McLaren-Flint

Rachelle Hulett
Rachelle Hulett
Vice President, Human Resources

Date: 12/23/2020

Teamsters Local Union 332

Nina Bugbee
Nina Bugbee
President

Date: 12/23/20

Dana Alden
Dana Alden
Business Agent

Date: 12/23/20