

**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 Collective 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 March 6, 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 1:3 ratio.
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 the acuity of Nurse to Patient ratios warrant additional clinical 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 thirty dollars (\$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 forty dollars (\$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 7:00 p.m. Friday to 7:00 a.m. Monday for RNs and 6:00 p.m. Friday to 6:00 a.m. 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 twenty dollars (\$20.00) per hour for all other Techs (i.e. Angio, Cardiovascular, ED, CT, Radiology, Echo, LPNs, OB, Remote Telemetry, Endo, Ultrasound, Lab, Histology, EEG/EKG) who pick up extra shifts Monday through Friday and thirty dollars (\$30.00) per hour for extra shifts from 7:00 p.m. Friday to 7:00 a.m. 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. Per diems will have to work thirty six (36) hours to qualify for the critical staffing incentive.
12. 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 the RN or Tech works an extra shift as outlined herein.
13. If tardiness for the week adds up to less than one (1) hour (60 minutes) of lost time, the critical staffing bonus will not be affected. If the tardiness adds up to more than one (1) hour (60 minutes) in the seven-day period (Sunday through Saturday), then the critical staffing bonus will be forfeited from the employee for that week.
14. 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 March 6, 2021.
15. 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.
16. This Agreement supersedes and replaces the Letter of Agreement dated November 13, 2020.

17. 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**



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Paula Coffee  
Director, Labor Relations

Date: 1/20/2021

**Teamsters Local Union 332**



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Nina Bugbee  
President

Date: 1/20/21



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Kelly Rivera-Craine  
Business Agent

Date: 1/20/21