

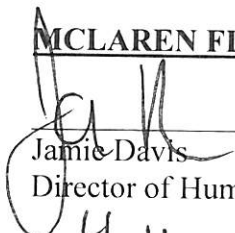
**LETTER OF AGREEMENT**  
**BETWEEN**  
**MCLAREN FLINT AND TEAMSTERS LOCAL 332**  
**REGARDING CT, MRI, CVT, AND RADIOLOGICAL TECHNOLOGIST COVERAGE**

This Letter of Understanding is between McLaren Flint (“FLT”) and Teamsters Local 332 (“The Union”) and represents the full agreement of the parties concerning amendment of the July 1, 2017 through June 30, 2021 Collective Bargaining Agreement.

1. Due to openings and difficulty recruiting and staffing, McLaren Flint and the Union mutually agree to the terms and conditions outlined in this Letter of Agreement for a period of three (3) months from the date of execution. Following the three (3) months, a meeting with FLT and the Union will be scheduled to evaluate this operational change.
2. The parties agree to utilize employees on a volunteer basis in other job classifications (e.g., Rad Tech, MRI Tech, CT Tech, CVT, and Special Procedures) that are certified or trained to perform the essential functions of alternate classifications, to pick up needs on the schedule to cover the department.
3. The employee will not be able to pick up needs in the affected/alternate classification if there is a need in their own classification on the same day/shift.
4. Department needs will be offered and awarded to FLT Bargaining Unit Employees based on Article 23, Section 3., prior to awarding the need to bargaining unit employees in other modalities.
5. Employees picking up a need will not be subject to mandation but may volunteer to work overtime.
6. The employees who voluntarily chose to pick up a need in a different classification will be Daily Staff Adjusted (DSA) per Article 24, Section C., 3e.
7. Employees picking up a need in accordance with this letter will not be pulled back to their respective classification on a day they are working a need unless there are extenuating circumstances or the employee volunteers to work in their respective classification.
8. If needs are not picked up, on-call may also be offered on a voluntary basis to those certified or trained to perform the essential functions of alternate classifications to ensure coverage in the event of unforeseen circumstances.
9. Selection of voluntary on-call will be awarded by classification and seniority. The employee on-call will receive \$4.65 for all hours per Article 31.
10. Employees who voluntarily choose to work in a different classification will be mandatorily DSA following temporary and casual employees.


11. Employees will maintain their pay grade and step wage rate for all hours worked outside of their classification.
12. FLT and the Union, 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.
13. All of the provisions of the July 1, 2017 through June 30, 2021 Collective Bargaining Agreement are unchanged and remain in full force and effect.

MCLAREN FLINT

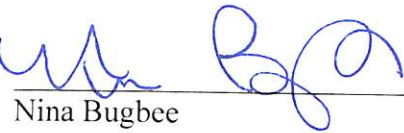
  
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Jamie Davis  
Director of Human Resources

4-16-21  
\_\_\_\_\_  
Date

TEAMSTERS LOCAL UNION 332

  
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Dana Alden  
Business Agent

4-16-21  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Nina Bugbee  
President Teamsters Local 332

4-16-21  
\_\_\_\_\_  
Date