

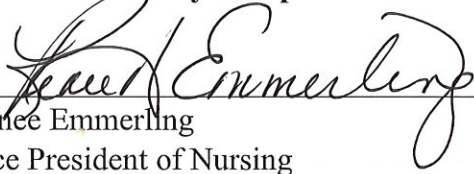
**LETTER OF AGREEMENT BETWEEN ASCENSION GENESYS HOSPITAL AND
TEAMSTERS LOCAL UNION NO. 332
REGARDING STAFFING INCENTIVE**

In accordance with the 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 Medical Center.

1. Effective July 25, 2021 through November 1, 2021, the parties agree that due to the increase in COVID-19 positive patients and a high patient census and vacancies at the Medical Center, the Medical Center desires to implement a staffing incentive for the Technical Bargaining Unit (Respiratory Therapists, Angio, Cardiovascular, ED, CT, Radiology, Echo, LPNs, OB, Remote Telemetry, Endo, Ultrasound, Lab, Histology, EEG/EKG) for any additional shifts (i.e. Additional Hours, Unfilled Shifts, Mandated Shifts) to align units for patient care on a daily basis.
2. Beginning July 25, 2021, through November 1, 2021, Techs who are cancelled will be offered the opportunity to be reassigned to work as assistive staff in areas where appropriate support staff cannot be provided, or the acuity warrant additional clinical staff. This process will be followed utilizing the language in the Collective Bargaining Agreement (i.e., additional hours, volunteers, mandation).
3. Effective July 25, 2021, through November 1, 2021, the Medical Center recognizes the critical staffing need and will implement a staffing incentive of thirty dollars (\$30.00) per hour in addition to the base hourly rate for 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. Per Diems are eligible if they work a minimum of 36 hours per pay.
4. Effective July 25, 2021 through November 1, 2021, the Medical Center recognizes the critical staffing need for weekend shifts and will implement a staffing incentive of forty dollars (\$40.00) per hour in addition to the base hourly rate for Respiratory Therapists who pick up extra shifts from 6:00 p.m. Friday to 6:00 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. Per Diems are eligible after they work a minimum of 36 hours per pay.
5. Effective July 25, 2021 through November 1, 2021, the Medical Center will implement a staffing incentive of twenty dollars (\$20.00) per hour in addition to the base hourly rate 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 7:00 a.m. Monday through 7:00 p.m. Friday and thirty dollars (\$30.00) per hour in addition to the base hourly rate 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. Per Diems are eligible after they work a minimum of 36 hours per pay.

6. The staffing incentive will be forfeited if the associate 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. However, if the Tech is cancelled by staffing (CBS), he/she will not lose the bonus.
7. If tardiness for the week adds up to less than one (1) hour (or 60 minutes) of lost time, the staffing incentive will not be affected. If the tardiness adds up to more than one (1) hour (or 60 minutes) in the seven-day period (Sunday through Saturday), then the critical staffing bonus will be forfeited from the employee for that week.
8. 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 November 1, 2021.
9. 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.
10. All other provisions of the 2018 through 2022 Technical Employees Collective Bargaining Agreement will remain in full force and effect.
11. This Letter of Agreement supersedes and replaces the Letter of Agreement executed April 13, 2021.
12. The parties agree that electronic signatures are acceptable and binding on the parties.

Ascension Genesys Hospital



Renee Emmerling
Vice President of Nursing


Date: 7/22/2021

Teamsters Local Union 332



Nina Bugbee
President

Date: 7/22/2021



Dana Alden
Business Agent

Date: 7/22/2021