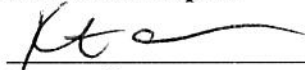


LETTER OF AGREEMENT BETWEEN
MCLAREN LAPEER AND TEAMSTERS LOCAL UNION NO. 332
REGARDING COVID-19 CRITICAL STAFFING BONUS

This Letter of Agreement is entered into between McLaren Lapeer Region (the “Employer”) and Teamsters Local 332 (the “Union”) and represents the full agreement of the parties regarding Critical Staffing Bonuses:

1. Due to the increase of COVID-19 positive patients, leaves of absences, vacancies, and to decrease the number of staffing needs, the Employer will offer a temporary Critical Staffing Bonus for a limited period.
2. The Critical Staffing Bonus will be fifty dollars (\$50.00) per each four (4) hour shift.
3. McLaren Lapeer Technical Bargaining Unit employees who pick up at least one (1) additional four (4) hour shift beyond their budgeted hours as a Medical Technologist, Medical Laboratory Technician, Respiratory Therapist, Surgical Technologist or First Assist, will be eligible for the Critical Staffing Bonus.
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 the extra hours are worked as outlined herein. Daily Staff Adjustments are excluded.
5. A Critical Staffing Bonus will be paid the pay period following when the extra hours were worked.
6. This agreement is effective from October 5, 2021 through December 31, 2021.
7. To ensure patient care needs are met, the Employer and the Union agree to reevaluate whether an extension to this Letter of Agreement is necessary prior to December 31, 2021.
8. 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.

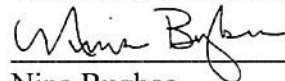
McLaren-Lapeer



Kent Allen
Regional Director Labor/EE Relations


Date: 11/5/21

Teamsters Local Union 332



Nina Bugbee
President

Date: 11/4/2021



Dana Alden
Business Agent

Date: 11/4/2021