

LETTER OF AGREEMENT BETWEEN
MCLAREN-FLINT AND TEAMSTERS LOCAL UNION NO. 332
REGARDING MCLAREN RETENTION BONUS PROGRAM

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

1. Due to the continued technical staffing shortages, hard to recruit positions, and high turnover rates, the Union and the Employer met on October 13, 2021, and mutually agreed to a Retention Bonus Program.
2. Whether a Technical Employee is paid out at the full-time or part-time rate will be determined by the employee's status as of:
 - Quarter 1 - October 24, 2021
 - Quarter 2 - December 19, 2021
 - Quarter 3 - March 27, 2022
 - Quarter 4 - June 19, 2022
3. Full-time Employees will receive 100% of the bonus. Part-time Employees will receive 50% of the bonus (See Attachment A and B).
4. 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.
5. All other provisions of the 2021 through 2025 McLaren Flint Technical Collective Bargaining Agreement and Letters of Agreement will remain in full force and effect.

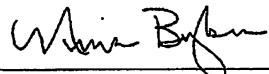
McLaren-Flint



Jamie Davis
Director, Human Resources


Date: 11-5-21

Teamsters Local Union 332



Nina Bugbee
President

Date: 11/5/2021



Dana Alden
Business Agent

Date: 11/5/2021

McLaren Retention Bonus

Attachment A

Bonus Timing	Quarterly Bonus	Annual Bonus	Per Position Total	Job Title
Quarterly	\$1,000	\$0	\$4,000	Respiratory Therapist

Bonus Timing	Quarterly Bonus	Annual Bonus	Per Position Total	Job Title
Quarterly	\$500	\$0	\$2000	Computed Tomography Techno
Quarterly	\$500	\$0	\$2000	Echocardiography Tech
Quarterly	\$500	\$0	\$2000	Echocardiography Tech Sr.
Quarterly	\$500	\$0	\$2000	Emergency Dept Tech
Quarterly	\$500	\$0	\$2000	Medical Laboratory Tech
Quarterly	\$500	\$0	\$2000	Medical Technologist
Quarterly	\$500	\$0	\$2000	Medical Technologist Wkd
Quarterly	\$500	\$0	\$2000	OR Technician
Quarterly	\$500	\$0	\$2000	Radiology Techno
Quarterly	\$500	\$0	\$2000	Sonographer
Quarterly	\$500	\$0	\$2000	Sonographer Vascular
Quarterly	\$500	\$0	\$2000	Sonographer Vascular Sr.

Annual Bonus	Per Position Total	Job Title
\$1000	\$1000	Anesthesia Technician
\$1000	\$1000	Cardiovascular Technologist Reg
\$1000	\$1000	MRI Technologist
\$1000	\$1000	Nuclear Medicine Techno
\$1000	\$1000	Special Procedure Techno

Attachment B

\$1000.00 Quarterly Bonus:

- Quarter 1 paid on November 12, 2021
- Quarter 2 paid on January 7, 2022
- Quarter 3 paid on April 15, 2022
- Quarter 4 paid on July 8, 2022

\$500.00 Quarterly Bonus:

- Quarter 1 paid on November 12, 2021
- Quarter 2 paid on January 7, 2022
- Quarter 3 paid on April 15, 2022
- Quarter 4 paid on July 8, 2022

\$1000.00 One-Time Retention Payment

- One-time retention payment to be paid on July 8, 2022
- Must be actively employed on or before October 1, 2021 through June 18, 2022.