

**LETTER OF AGREEMENT BETWEEN
ASCENSION GENESYS HOSPITAL AND TEAMSTERS LOCAL UNION 332
RN COMMITMENT BONUS**

In accordance with the RN Collective Bargaining Agreement (the “CBA”), this Letter of Agreement (the “Agreement”) is entered into on a non-precedent setting basis between Ascension Genesys Hospital (the “Hospital”) and Teamsters Local Union 332 (the “Union”) regarding the Commitment Bonus Program.

1. Effective on November 28, 2021- February 19, 2022, the Hospital will implement a Commitment Bonus Program for eligible bargaining unit associates as described in this Agreement.
2. The RNs who work additional shifts beyond their bid position in a six (6) week schedule through any additional shifts (Additional Hours, Unfilled Shifts, Cold Call Process, and Mandation) will receive a Commitment Bonus. This is in tandem with the Critical Staffing Bonus.

Schedules	# of 4-hour shifts picked up	Bonus Paid
11/28/21 - 1/8/22	Minimum of 9	\$1,500
	15 or more	\$3,000
1/9/22 - 2/19/22	Minimum of 9	\$1,500
	15 or more	\$3,000

3. Cancellations by staffing and cancel by request will not count against the RN, however, call-ins will make the RN ineligible for this bonus.
4. If an absence occurs, the RN will be eligible to make up the loss by picking up hours equal to the absence. Absences must be made up in the same pay period. Availability of a makeup shift is not guaranteed.
5. The total amount due to the RN will be paid as a one-time ad hoc payment on the pay period following each six (6) week schedule.
6. The maximum amount an RN would be eligible to receive for each schedule period is three thousand (\$3,000) dollars, regardless of the worked FTE.

7. PTO approved prior to November 28, 2021 will be honored and will not disqualify an associate from the bonus payout.
8. All other provisions of the 2020 through 2024 RN Collective Bargaining Agreement will remain in full force and effect.
9. The Hospital and the Union, by their undersigned respective authorized representatives, agree that each have read this Agreement, and understands and agrees with the terms and conditions set forth above.
10. This Agreement constitutes the entire understanding of the Parties with respect to the subject matter hereof, supersedes all previous and existing agreements, representations, and understandings, oral and written, between them concerning such subject matter, and may be modified only by a written instrument duly executed by both Parties.

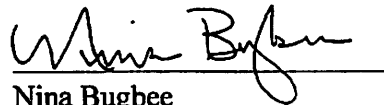
Ascension Genesys Hospital



Cara Sheahan
Labor Relations

Date 12-23-21

Teamsters Local Union 332



Nina Bugbee
President

Date 12/23/21



Kelly Rivera-Craine
Business Agent

Date 12/23/21