

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

In accordance with the Technical Collective Bargaining Agreement (the “CBA”), this Letter of 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 December 12, 2021-February 5, 2022, the Hospital will implement a Commitment Bonus Program for eligible bargaining unit employees as described in this Agreement.
2. The technical employee who works additional shifts beyond their bid position in a four (4) 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
12/12/2021 - 1/8/2022	Minimum of 8	\$1,000
	10 or more	\$2,000
1/9/2022 - 2/5/2022	Minimum of 8	\$1,000
	10 or more	\$2,000

3. Cancellations by staffing and cancel by request will not count against the technical employee, however, call-ins will make the technical employee ineligible for this bonus.
4. If an absence occurs, the technical employee 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 technical employee will be paid as a one-time ad hoc payment on the pay period following each four (4) week schedule.
6. The maximum amount a technical employee would be eligible to receive for each schedule period is two thousand (\$2,000) dollars, regardless of the worked FTE.

7. PTO approved prior to December 12, 2021 will be honored and will not disqualify an associate from the bonus payout.
8. The Parties agree that this Agreement will not serve as a precedent in any other matters.
9. All other provisions of the 2018 through 2022 Technical Collective Bargaining Agreement will remain in full force and effect.
10. 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.
11. 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.

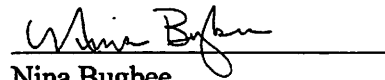
Ascension Genesys Hospital



Cara Sheahan
Labor Relations

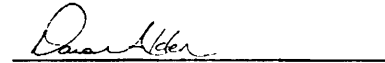
Date 12-23-21

Teamsters Local Union 332



Nina Bugbee
President

Date 12/23/21



Dana Alden
Business Agent

Date 12/23/21