

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

In accordance with the Technical Collective Bargaining Agreement, this Letter of Agreement is entered into on a non-precedent setting basis between Ascension Genesys Hospital (the “Hospital”) and Teamsters Local 332 (the “Union”) and represents the full agreement of the parties regarding the care of patients in the Hospital.

1. Effective December 2, 2021 through February 19, 2022 the parties agree that due to the increase in COVID-19 positive patients and a high patient census and vacancies at the Hospital, the Hospital 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 December 2, 2021 through February 19, 2022, 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 warrants additional clinical staff. This process will be followed utilizing the language in the Collective Bargaining Agreement (i.e. Additional Hours, Volunteers, Mandation).
3. Effective December 2, 2021 through February 19, 2022, the Hospital recognizes the critical staffing need and will implement a staffing incentive 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. PRN associates are eligible if they work a minimum of thirty six (36) hours per pay.
4. Critical Staffing Incentive structure for less than a full bid shift is below:
 - \$50/hr Monday 6:00 a.m. - Friday 5:59 p.m.
 - \$75/hr Friday 6:00 p.m. - Monday 5:59 a.m.
5. Critical Staffing Incentive structure for a full bid shift or more is below:
 - \$75/hr Monday 6:00 a.m. - Friday 5:59 p.m.
 - \$100/hr Friday 6:00 p.m. - Monday 5:59 a.m.
6. Effective December 2, 2021 through February 19, 2022, the Hospital will implement a staffing incentive 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 (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. PRN associates are eligible after they work a minimum of thirty six (36) hours per pay.
7. Critical Staffing Incentive structure for less than a full bid shift is below:
 - \$30/hr Monday 7:00 a.m. - Friday 6:59 p.m.
 - \$45/hr Friday 7:00 p.m. - Monday 6:59 a.m.

8. Critical Staffing Incentive structure for a full bid shift or more is below:

- \$45/hr Monday 7:00 a.m. - Friday 6:59 p.m.
- \$60/hr Friday 7:00 p.m. - Monday 6:59 a.m.

9. 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) or Cancelled by Request (CBR), he/she will not lose their bonus.

10. 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.

11. This Letter of Agreement terminates February 19, 2022. To ensure the patient care needs are met, the Hospital and the Union agree to re-evaluate whether an extension to this Letter of Agreement is necessary prior to February 1, 2022.

12. The Hospital 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.

13. All other provisions of the 2018 through 2022 Technical Collective Bargaining Agreement will remain in full force and effect.

14. This Letter of Agreement supersedes and replaces the Letter of Agreement executed November 1, 2021. This Letter of 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.

15. The parties agree that electronic signatures are acceptable and binding on the parties.

Ascension Genesys Hospital

Renee Emeerling

Renee Emeerling
Vice President of Nursing

Date: 12/01/2021

Teamsters Local Union 332

Nina Bugbee

Nina Bugbee
President

Date: 12/1/2021

Dana Alden

Dana Alden
Business Agent

Date: 12/1/2021