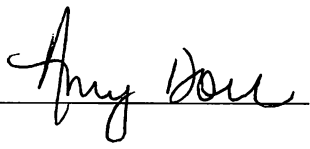


LETTER OF AGREEMENT BETWEEN
MCLAREN-FLINT AND TEAMSTERS LOCAL UNION NO. 332
REGARDING CRITICAL STAFFING NEED INITIATIVE

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 Union 332 (the "Union") and represents the full agreement of the parties regarding critical staffing needs.

1. Due to leaves of absences, vacancies, and in an effort to decrease the number of staffing needs, the Union and the Employer mutually agree to initiate a Critical Staffing Bonus. The Critical Staffing Bonus will be \$80.00 per four (4) hour shift (the equivalent of \$20.00/hour), effective August 1, 2022, through September 5, 2022.
2. Employees in the McLaren Flint Technical Bargaining Unit who pick up additional four (4) hour blocks of time, identified as critical by leadership, beyond their paid and/or authorized hours will be eligible for the Critical Staffing Bonus.
3. Any qualified employee in the McLaren Flint Technical Bargaining Unit that picks up a need for on-call off the voluntary needs list in the Special Procedures Tech classification from August 1, 2022 through September 5, 2022 from 3:30 pm to 7:00 am daily and weekend coverage will receive call pay of \$9.30 per hour.
4. Per Article 23, Scheduling, a voluntary needs list will be posted for signatures and awarded per the Collective Bargaining Agreement.
5. The Critical Staffing Bonus will be forfeited if the employee calls in or otherwise fails to work their regular scheduled shifts during the same workweek, he/she works extra hours as outlined herein. However, if the employee is Daily Staff Adjusted, he/she will not lose the bonus.
6. The Critical Staffing Bonus will be paid no later than the pay period following when the extra hours were worked.
7. 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.
8. All other provisions of the 2021 through 2025 Technical Collective Bargaining Agreement and Letters of Agreement will remain in full force and effect.

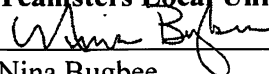
McLaren-Flint



Amy Dorr
Vice President, Human Resources

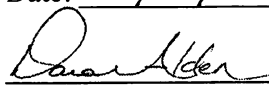
Date: 7-29-22

Teamsters Local Union 332



Nina Bugbee
President

Date: 7/29/22



Dana Alden
Business Agent

Date: 7/29/22