

**LETTER OF AGREEMENT BETWEEN
ASCENSION GENESYS HOSPITAL AND TEAMSTERS LOCAL UNION NO. 332
REGARDING STAFFING IN PATIENT CARE UNITS**

In accordance with the RN 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.

1. Effective at 7:00am on February 4, through 6:59am on March 17, 2024, the parties agree that due to the critical nursing shortage, and high patient census, the Hospital desires to implement a critical staffing incentive for all RNs represented under the RN Collective Bargaining Agreement for any additional shifts (Additional Hours, Unfilled Shifts, Cold Call Process, Mandation). Cancel by request to work in another department for the same scheduled hours would not qualify.
2. The critical staffing incentive will be forfeited if the RN calls in or otherwise fails to work their regular scheduled shifts during the same work week the RN works an extra shift as outlined herein.
3. If tardiness for the week adds up to less than one (1) hour (or 60 minutes) of lost time, the critical staffing incentive will not be affected. If the tardiness adds up to one (1) hour (or 60 minutes) or more in the seven-day period (Sunday through Saturday), then the critical staffing bonus will be forfeited from the employee for that week. However, if the RN is Cancelled by Staffing (CBS) or Cancelled by Request (CBR), he/she will not lose their bonus.
4. Per diems will have to work a minimum of thirty-six (36) hours per review period prior to qualifying for the critical staffing incentive.
5. Per Diem restrictions will be lifted effective February 4, 2024 until March 17, 2024.
6. Critical Staffing Incentive structure below for RNs who work additional shifts:
 - \$480 for 12 hours
 - \$320 for 8 hours
 - \$160 for 4 hours
7. This Letter of Agreement terminates at 6:59am on March 17, 2024. 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 March 17, 2024.
8. The Hospital and the Union, each by their undersigned respective authorized representative, agree each has read this Letter of Agreement, and understands and agrees with the terms and conditions set forth herein.

9. 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.
10. All other provisions of the 2020 through 2024 RN Collective Bargaining Agreement will remain in full force and effect.

Ascension Genesys Hospital

Cara Sheahan

Cara Sheahan
Labor Relations

Date 02/02/2024

Teamsters Local Union 332


Dan Glass
President

Date 2-2-2024

Kelly Rivera-Craine

Kelly Rivera-Craine
Business Agent

Date 2-2-24