

**LETTER OF AGREEMENT BETWEEN
HENRY FORD 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 on October 27, 2024 through March 23, 2025, the parties agree that due to the critical staffing, the Hospital desires to implement a critical staffing incentive for all employees represented under the Technical Collective Bargaining Agreement for any additional shifts above their regularly scheduled hours (Additional Hours, Unfilled Shifts, Cold Call Process, Mandation). Cancel by Request to work in another department for the same scheduled hours would not qualify. Rest periods taken for anything other than mandation would disqualify the incentive.
2. The Critical Staffing Incentive will be forfeited if the Technical Employee calls in or otherwise fails to work their regular scheduled shifts during the same work week the Technical Employee 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 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. However, if the Technical Employee is Cancelled by Staffing (CBS) or Cancelled by Request (CBR), they 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 October 27, 2024 until March 23, 2025.
6. Critical Staffing Incentive structure below for Technical Employees who work additional shifts:
 - \$300 for 12 hours
 - \$200 for 8 hours
 - \$100 for 4 hours
7. This Letter of Agreement terminates March 23, 2025. To ensure 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 23, 2025.
8. The Hospital and the Union, each by their undersigned respective authorized representatives, agree that each has read this Letter of Agreement, and understands and agrees with the terms and conditions set forth above.
9. All other provisions of the 2022 through 2026 Technical Collective Bargaining Agreement will remain in full force and effect.

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


Ascension Genesys Hospital

Teamsters Local Union 332




Kelton Winnega
Labor Relations Partner

Date: 12/18/24



Dan Glass
President

Date: 12-18-2024



Dana Alden
Business Agent

Date: 12-18-2024