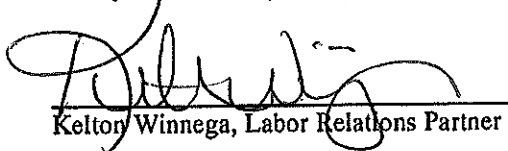


**LETTER OF AGREEMENT
BETWEEN
HENRY FORD GENESYS HOSPITAL AND TEAMSTERS LOCAL UNION NO. 332
REGARDING SIGN-ON BONUS**

1. In accordance with the RN Collective Bargaining Agreement ("CBA"), this Letter of Agreement is entered into on a non-precedent setting basis between Henry Ford Genesys Hospital ("Medical Center") and Teamsters Local 332 ("Union") and represents the full agreement of the parties.
2. Effective January 1, 2025 through June 5, 2025, the Medical Center will implement a Hiring/ Sign-On Bonus program ("RN Program") for eligible bargaining unit employees as described in this Agreement.
3. The RN Program summary is set forth in Attachment A.
4. The Medical Center 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.
5. All other provisions of the 2024-2025 RN Collective Bargaining Agreement and Letters of Agreement will remain in full force and effect.

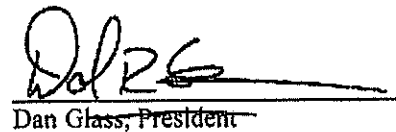
Henry Ford Genesys Hospital



Kelton Winnega, Labor Relations Partner

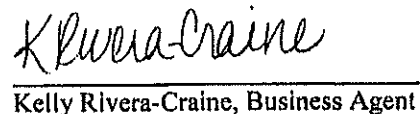
Date: 12-18-24

Teamsters Local Union 332



Dan Glass, President

Date: 12/17/24



Kelly Rivera-Craine, Business Agent

Date: 12/17/24

ATTACHMENT A

Henry Ford Genesys Hospital Locations Hiring Bonus Programs Effective January 1, 2025 to June 5, 2025

Eligible positions include Full time and Part time as outlined below.

Nursing Bonus Programs

Bonuses will be paid in 2 installments at 6 months and 18 months

- **\$20,000 total Sign-On Bonus**
 - Registered Nurses, midnight shift (including Surgical Services, Bedside RNs)
 - Graduate Nurses, midnight shift
 - \$10,000 paid after 6 months (continuous full or part time employment- prorated for PT)
 - \$10,000 paid after 18 months (continuous full or part time employment - prorated for PT)
- **\$7,500 total Sign-On Bonus**
 - Registered Nurses, day/afternoon shifts (including Surgical Services, Bedside RNs)
 - \$3,750 paid after 6 months
 - \$3,750 paid after 18 months

Non nursing bonus programs:

Bonuses will be paid out in two installments: 6 months and 12 months

- **\$10,000 total Sign-On Bonus**
 - Interventional Radiology Technologist
 - \$5,000 paid after 6 months (continuous full or part time employment- prorated for PT)
 - \$5,000 paid after 12 months (continuous full or part time employment - prorated for PT)
- **\$7,500 total Sign- On Bonus**
 - Surgical Technologists
 - Ob Technicians
 - Registered Respiratory Therapists
 - Sterile Processing Technicians - Certified
 - Diagnostic Imaging (Sonography, Echo, MRI, Nuclear Medicine, CT, Rad. Technologist)
 - Cardiovascular Technologists
 - \$3,500 paid after 6 months (continuous full or part time employment- prorated for PT)
 - \$3,500 paid after 12 months (continuous full or part time employment- prorated for PT)
- **\$5,000 total Sign- On Bonus**
 - Pharmacy Technicians
 - Sterile Processing Technicians - Non-Certified
 - Physical Therapists/Occupational Therapists
 - LPNs
 - \$2,500 paid after 6 months (continuous full or part time employment - prorated for PT)
 - \$2,500 paid after 12 months (continuous full or part time employment - prorated for PT)
- **MA/Nursing Assistant, Paramedics**
 - **\$2,500 total Sign- On Bonus**
 - Medical Assistants
 - Nursing Assistants (Genesys only)
 - Paramedics
 - Emergency Room Technicians
 - \$2,500 paid after 6 months (continuous full or part time employment - prorated for PT)