

**LETTER OF AGREEMENT
BETWEEN
HENRY FORD GENESYS HOSPITAL AND TEAMSTERS LOCAL UNION NO. 332
REGARDING TECHNICAL REFERRAL PROGRAMS**

1. In accordance with the Technical Collective Bargaining Agreement (the "CBA"), this Letter of Agreement is entered into on a non-precedent setting basis between Henry Ford Genesys Hospital (the "Hospital") and Teamsters Local 332 (the "Union") and represents the full agreement of the parties.
2. Effective January 1, 2025 through June 5, 2025, the Hospital will implement a Referral Bonus Program (the "Referral Program") for bargaining unit associates as described in this Agreement.
3. Eligibility for the Referral Program will be made at the sole discretion of the Hospital. The Union reserves the right to question the denial of any referral bonus through the grievance procedure, including arbitration.
4. The Technical Referral Program summary is set forth in Attachment A.
5. The Parties agree that this Agreement will not serve as a precedent in any other matters.
6. The Hospital and the Union, by their undersigned respective authorized representative agree each has read this Letter of Agreement, and understands and agree with terms and conditions set forth above.
7. All other provisions of the 2022-2026 Technical Collective Bargaining Agreement and Letter of Agreements will remain full force and effect.

Ascension Genesys Hospital



Kelton Winnega, Labor Relations Partner


Date: 12-18-24

Teamsters Local Union 332



Dan Glass, President

Date: 12/17/24



Dana Alden, Business Agent

Date: 12/17/24

Attachment A
Referral Bonus Program

Henry Ford Genesys is looking to grow our care teams with talented people, just like you. This is why we are excited to announce our enhanced Associate Referral Bonus Program for eligible Henry Ford Genesys. When you refer qualified candidates, you will receive up to \$10,000 in a referral bonus. Henry Ford Genesys recognizes the importance of recruiting exceptional staff to provide the highest quality care possible and filling vacant positions is a top priority.

Employees are encouraged to refer candidates to any of the jobs posted on the Career site and will receive a monetary bonus for the jobs listed below. In order to be eligible for a referral payment, the referral process must be completed on line. Please go to <https://onehenry.hfhs.org/departments/corporatehr/Pages/Employee-Referral-Program.aspx> to complete the referral process.

Once a referred associate has been hired, they must successfully complete their introductory period (90 days) before any referral bonus is processed and paid. Additionally, referred graduate nurses must complete and receive their license from the Michigan Board of Nursing before any referral bonus is processed and paid. We are looking for qualified associates to fill a variety of positions with referral bonuses varying by job type:

- Priority jobs eligible for up to **\$10,000** (Prorated for Part-Time)
 - Registered Nurses- Direct Bedside Patient Care Only
 - CRNA (employed, non-contingent)
- Priority jobs eligible for up to **\$7,500** (Prorated for Part-Time)
 - Surgical Technologists
 - Sterile Processing Technicians
- Priority jobs eligible for up to **\$5,000** (Prorated for Part-Time)
 - Diagnostic Imaging (Sonography, MRI, Nuclear Medicine, CT, Radiologic Technologist, Mammography, Echo Tech)
 - Interventional Radiology Technologist
 - Cardiovascular Technicians
 - LPN
- Priority jobs eligible for up to **\$2,500** (Prorated for Part-Time)
 - Patient Care Technicians
 - Nursing Assistants
 - Pharmacy Technicians
 - Linen Assistants
 - Certified Medical Assistants
 - Medical Assistants
 - Respiratory Therapist
 - Paramedic-Transport Flight
 - Paramedic
 - Physical Therapist
 - Occupational Therapist
 - Certified Medical Coders

Job classifications not outlined above are not eligible to participate in this program.

This referral program is only for referral of full-time or part-time, benefit eligible, newly hired associates to Henry Ford Health Genesys Internal Ascension transferring associates, or any associate who is or has been employed by a subsidiary or related entity of Henry Ford Health at any time within the previous twelve (12) months, are not eligible for participation in this program or for any payments under this agreement. Program eligibility includes offers made from the date of the execution of this Agreement through December 31, 2024.