

## LETTER OF AGREEMENT

between  
ASCENSION ALLEGAN HOSPITAL  
and  
MICHIGAN NURSES ASSOCIATION

RE: RN CRITICAL STAFFING INCENTIVE PAY  
April 21, 2021

The parties agree to the following, on a non-precedent setting basis:

1. This Letter of Agreement (“LOA”) is effective beginning with the 7:00 a.m. shift on Wednesday, April 21, 2021. It will expire at 6:59 a.m. on Wednesday, May 19, 2021.
2. Any bargaining unit RN who works an additional day shift during the term of this Letter of Agreement, will be eligible to earn an extra fifteen dollars (\$15.00) per hour for the hours worked during the additional shift. Any bargaining unit RN who works an additional night or weekend shift during the term of this Letter of Agreement, will be eligible to earn an extra twenty dollars (\$20.00) per hour for the hours worked during the additional shift. The night shift shall be defined as 7:00 p.m. - 6:59 a.m., and the weekend shift shall be defined as Friday 7:00 p.m. - Monday 6:59 a.m. If an RN works an additional night shift during the weekend, they are only eligible to earn an extra twenty dollars (\$20.00) per hour for the hours worked during the additional shift. The incentive pay only applies to additional shifts worked in departments listed in the current collective bargaining agreement and the locations listed in Section 3 below.
3. Any bargaining unit RNs that volunteers to work at Borgess, Lee or Pipp will be eligible, during the term of this Letter of Agreement, to earn the same critical staffing incentive pay they would be eligible for at Ascension Allegan Hospital for the hours worked at Borgess, Lee or Pipp.
4. RNs must volunteer to work an open additional shift at Allegan before volunteering to work at Borgess, Lee or Pipp. This provision may be waived at management’s discretion.
5. RNs that volunteer to work at Borgess, Lee or Pipp will be reimbursed for mileage (at the current IRS rate) for any difference in their commute. For example, if their commute from home to Allegan is 5 miles, and their commute from home to Borgess is 35 miles, they will be reimbursed for 30 miles.
6. During the term of this LOA, available shifts will be awarded to the first qualified RN that volunteers for the available shift(s).
7. These additional shifts must be worked beyond the employee’s regularly assigned hours; it is also understood that this premium will be forfeited for any given pay period if the employee’s full status of regularly assigned hours are not met for that pay period (except for low need days). These hours shall not include mandatory assigned call time.

8. An RN may volunteer to work a partial shift and be eligible to earn the premium for any hours worked. However, if an RN has volunteered to work the entire shift, the RN that has volunteered to work the entire shift will be given preference.
9. An RN may volunteer to be on-call for an additional open shift. If the RN is called-in, that RN will receive the premium for hours worked during that shift. This will not apply to regularly scheduled call hours. RNs that volunteer to work the shift (as opposed to being on-call) will be given preference. For departments that have an established on-call procedure (OR, OB, etc.): if an RN has fulfilled their mandatory on-call requirement and signs up to work an additional open on-call shift, they shall receive the premium in addition to time and one-half (1 & ½) for each hour worked. For departments that do NOT have an established on-call procedure: if an RN signs up to be on-call for an additional open shift, the RN shall receive the premium for each hour worked. The RN will only receive time and one-half (1 & ½), in addition to the premium, for hours worked in excess of forty (40) hours in any one work week.
10. If an RN uses previously approved PTO during the pay period they worked the additional shift(s), the applicable premium will not be forfeited. The use of PTO E will not be considered approved PTO.
11. If an RN voluntarily cancels approved PTO, they must work their full status of hours at their regular straight time pay rate before they are eligible to receive the premium for any applicable additional shifts worked.
12. If an RN chooses not to cancel approved PTO during the pay period they worked the additional shift(s), the PTO payment will be made in addition to the payment for any applicable additional shifts worked, however, the PTO hours will not count as hours worked for purposes of calculating overtime compensation.
13. Employees who are mandated to work overtime or who volunteer to work mandatory overtime as outlined in Article XXIV, Section 4 of the CBA, will not receive the premium in addition to the mandated double time payment.
14. In order for this Letter of Agreement to continue in effect after expiration, both parties must mutually agree in writing.
15. This LOA supersedes and replaces all other applicable or potentially applicable incentive programs. RNs may not pyramid or combine the premium pay outlined in this LOA with any other incentive or premium pay (except for shift differentials).
16. If the terms of this Letter of Agreement conflict with, or are inconsistent with, the terms of the Collective Bargaining Agreement or any other letter of agreement between the parties, the terms of this Letter of Agreement shall control.

**For Ascension Allegan Hospital:**

Christen Crowley, Labor Relations Partner

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

**For Michigan Nurses Association:**

Julia Smith-Heck, Labor Relations Representative

Signature: \_\_\_\_\_

Date: \_\_\_\_\_