

## LETTER OF AGREEMENT

Between

ASCENSION BORGESS HOSPITAL

And

MICHIGAN NURSES ASSOCIATION

RE: RN CRITICAL STAFFING INCENTIVE PAY

July 19, 2024

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

This Letter of Agreement (“LOA”) is effective beginning with the 7:00 a.m shift on June 3, 2024. There has been an extension granted to this incentive. It will now expire at 6:59 a.m. on September 16, 2024 .

1. Any bargaining unit RN who works additional hours, beyond their normal regular scheduled shift, will be eligible for this incentive pay for \$15/hr.
2. An RN must take a patient assignment for the additional hours in order to remain eligible for the incentive pay. A patient assignment does not include helping hands or safety sitting.
3. These additional hours and/or 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.
4. In order for this Letter of Agreement to continue in effect after expiration, both parties must mutually agree in writing.
5. 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).
6. 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 Borgess Hospital:**

Ariel Coleman, Labor Relations Partner

Signature *Ariel Coleman* Date 7/19/24

### **For Michigan Nurses Association:**

Andy Cornell, Labor Relations Representative

Signature *Andy Cornell* Date 7/19/24