

LETTER OF AGREEMENT
Between
BEACON KALAMAZOO HOSPITAL
And
MICHIGAN NURSES ASSOCIATION
RE: Critical Staffing Bonus
December 31, 2025

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 pm shift on December 31, 2025. It will expire at 6:59 a.m. on January 10, 2026.
2. Any bargaining unit RN who works a designated available additional 12-hour shift will be eligible to receive an additional \$200 per day shift and \$250 per night shift for the term of this Letter of Agreement. All designated available shifts are on 3N, 4N, 8N, ER, PCU and Critical Care.
3. Available shifts qualifying for the incentive will be available on a first come, first served basis.
4. An RN must take a patient assignment for the entire duration of the shift in order to remain eligible for the critical staffing bonus.
5. 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 January 1st-January 10th (except for low need days). These hours shall not include mandatory assigned call time.
6. An RN must work the entire shift to be eligible for the full critical staffing bonus. If an RN is put on mandatory low census by leadership during the shift, the incentive would be prorated based on hours worked for the eligible shift.
7. 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.
8. 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.
9. 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.
10. Employees who are mandated to work overtime or who volunteer to work mandatory overtime as outlined in Article 27, Section 18 of the CBA, will not receive the premium in addition to the mandated double time payment.

cc JB

11. In order for this Letter of Agreement to continue in effect after expiration, both parties must mutually agree in writing.

12. 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 or previously offered mandation for the effective period).

13. Shifts eligible for the critical staffing incentive will be designated at the sole discretion of the Medical Center.

14. The critical staffing incentive may be amended, modified, suspended, extended, or terminated at the sole discretion of the Medical Center.

15. 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 Beacon Kalamazoo Hospital:
Chad Carey, Manager Associate and Labor Relations

Signature: *Chad Carey* Date 12/31/2025

For Michigan Nurses Association:
Lori Batzloff, Beacon Kalamazoo MNA President

Signature: *Lori Batzloff* Date 12-31-25

Amendment to LOA Critical Staffing Bonus

Both parties mutually agree to extend the LOA through January 31st at 0659am.

For Beacon Kalamazoo Hospital:

Chad Carey, Manager Associate and Labor Relations

Signature: *Chad Carey* Date 1/9/25

For Michigan Nurses Association:

Andy Cornell, Labor Relations Representative

Signature: *Andy Cornell* Date: 1/9/25

Amendment to LOA Critical Staffing Bonus

Both parties mutually agree to extend the LOA through February 14th at 0659am with the addition of SWAT and CSS as eligible departments to be included in the LOA.

For Beacon Kalamazoo Hospital:

Chad Carey, Manager Associate and Labor Relations

Signature: *Chad Carey* Date 1/28/26

For Michigan Nurses Association:

Andy Cornell, Labor Relations Representative

Signature: *Andy Cornell* Date 1/28/26