

LETTER OF AGREEMENT

Between

BEACON KALAMAZOO

And

MICHIGAN NURSES ASSOCIATION

RE: WAGE and NIGHT SHIFT DIFFERENTIAL INCREASE

June 10th, 2026

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

1. This Letter of Agreement (“LOA”) is effective beginning June 28th, 2026, and will expire on December 14th, 2028, with the current Collective Bargaining Agreement. The parties agree to modify Article 27 of the current collective bargaining agreement in the following ways.
2. Section 2. Wage Schedule:

Base wages will be increased by \$1.00 per hour, with the wage chart adjusted to reflect the new wage increase for each year of the Collective Bargaining Agreement, as follows:

Years of Licensure	Step	Year 1	Year 2	Year 3
<1	1	\$35.78	\$36.50	\$37.23
1	2	\$36.50	\$37.23	\$37.97
2	3	\$37.21	\$37.95	\$38.71
3	4	\$37.92	\$38.68	\$39.46
4	5	\$38.67	\$39.44	\$40.23
5	6	\$39.42	\$40.21	\$41.02
6	7	\$40.19	\$40.99	\$41.81
7	8	\$40.97	\$41.79	\$42.63
8	9	\$41.77	\$42.60	\$43.46
9	10	\$42.59	\$43.44	\$44.31
10	11	\$43.41	\$44.28	\$45.17
11	12	\$44.26	\$45.14	\$46.05
12	13	\$45.12	\$46.03	\$46.95
13	14	\$46.01	\$46.93	\$47.87
14	15	\$46.91	\$47.85	\$48.80
15	16	\$47.82	\$48.77	\$49.75
16	17	\$48.77	\$49.74	\$50.74
17	18	\$49.73	\$50.72	\$51.73
18	19	\$50.68	\$51.70	\$52.73
19 or more	20	\$51.68	\$52.72	\$53.77

3. The following modifications will be made to Sections 7 and 8.

Section 7. Shift Differential - Weekdays

Those RNs working a 12 hour shift from 7:00 p.m. – 7:30 a.m. or from 6:00 p.m. – 6:30 a.m. will receive a shift differential of ~~\$3.00~~ **\$7.00** per hour for all hours worked during that period.

Those RNs who work a 12 hour shift from 7:00 a.m. – 7:30 p.m. or from 6:00 a.m. – 6:30 p.m. are only eligible for the weekend day shift differential.

For RNs working any other schedule, a shift differential of \$2.00 per hour shall be paid for all time worked between the hours of 3:00 p.m. and 11:30 p.m. A shift differential of ~~\$3.00~~ **\$7.00** per hour shall be paid for all hours worked between 11:00 p.m. and 7:30 a.m.

Section 8. Shift Differential - Weekends

The weekend differential premium shall be two dollars and seventy-five cents (\$2.75) per hour weekend days, and three dollars seventy-five cents (\$3.75) per hour weekend evenings (3:00 p.m. - 11:30 p.m.), and ~~four dollars seventy-five cents (\$4.75)~~ **\$7.00** per hour for weekend nights (11:00 p.m. - 7:30 a.m.).

The weekend is defined as 7:00 p.m. on Friday until 7:30 p.m. on Sunday (or 6:00 p.m. on Friday until 6:30 p.m. on Sunday for those departments working that shift). Weekend shift differentials shall be paid in the same manner established in Article 27, Section 7, above.

4. 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: 6/15/2026

For Michigan Nurses Association:

Andy Cornell, Labor Relations Representative

Signature: *Andy Cornell*

Date: 6/15/2026