

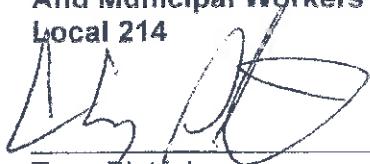
LETTER OF UNDERSTANDING

GRAND TRAVERSE COUNTY DEPARTMENT OF HUMAN SERVICES
(GRAND TRAVERSE PAVILIONS/
GRAND TRAVERSE MEDICAL CARE)
-AND-

TEAMSTERS STATE, COUNTY AND MUNICIPAL WORKERS LOCAL 214
(RN UNIT)

In consideration of the ongoing desire of the parties to take all steps necessary to retain its employees and recruit new employees, the parties agree that the Appendix B wage incentives will be effective as soon as administratively possible after ratification of the parties' Tentative Agreement. All other provisions of the Tentative Agreement will be effective on November 1, 2025 or as otherwise agreed by the parties.

Teamsters State, County
And Municipal Workers
Local 214



Tony Pletscher,
Business Representative

Date: 10/29/25



Bargaining Team

Bargaining Team

Grand Traverse County
Department of Health and Human
Services Board (Grand Traverse
Pavilions/Grand Traverse/Medical Care)



~~Mary Marcis~~ Carol Crawford
Chairperson

Date: 10/30/2025



Darrell Lavender, CEO



Levi Petrone, Human Resources

**GRAND TRAVERSE PAVILIONS
GRAND TRAVERSE MEDICAL CARE
APPENDIX B
RN UNIT WAGE INCENTIVE SCHEDULE**

The following wage incentive schedule shall be in effect for commencing November 1, 2025 and expiring December 31, 2025. The Organization may extend the program beyond December 31, 2025, or discontinue the program prior to that date, by providing seven (7) calendar days' written notice to the Union.

The Organization may, at its sole discretion, offer incentive payments for voluntary shift overage. Incentive amounts shall be:

- Up to \$100 for a 4-hour shift pickup
- Up to \$200 for an 8-hour shift pickup
- Up to \$300 for a 12-hour shift pickup

Incentive opportunities are not guaranteed for every vacant shift and shall be offered only as determined necessary by the Organization.

To be eligible for an incentive payment, an employee must:

- Be an active RN bargaining unit member;
- Have no call-ins during the pay period in which the incentive shift is worked; and,
- Be in good standing, defined as not having received written or final-written disciplinary warning within the preceding ninety (90) calendar days.

Employees who fail to meet these conditions shall not receive payments, even if they pick up additional hours.

When more than one employee volunteers for the same incentive shift, assignment shall be made on the basis of seniority, consistent with the applicable Collective Bargaining Agreement provisions.

Incentive shifts will be awarded only once confirmed by the Organization.

Incentive payments will be added to the employee's regular timecard for the shift worked and processed in the next regular pay cycle. Incentive payments shall not be considered part of the employee's base wage rate and shall not affect the calculation of overtime, shift differential, holiday pay, retirement contributions, or any other wage-based premium or benefit.

Incentive payments shall be administered automatically to eligible employees who work an awarded incentive shift. Employees do not need to apply or opt in separately.