

**LETTER OF AGREEMENT**

**GRAND TRAVERSE COUNTY DEPARTMENT OF HEALTH AND HUMAN SERVICES BOARD AND THE GRAND TRAVERSE PAVILIONS**

**-AND-**

**TEAMSTERS STATE, COUNTY AND MUNICIPAL WORKERS LOCAL 214**

**(GENERAL UNIT)**

Due to the unique job market conditions at the current time and a desire on the part of the parties to improve retention and recruitment of employees, the parties mutually agree to modify the parties' current Agreement as follows:

1. Increase all wage rates by \$4.20/hour effective with the payroll period commencing on June 19, 2022.
2. This replaces wage reopener for January 1, 2023. Insurance reopener for January 1, 2023 will remain.
3. Letter of Understanding between the Union (General Unit) and the Employer regarding CNA Bonus Trial signed 12/27/2018 will cease on June 18, 2022.
4. Payment of double-time for mandatory overtime ceases June 20, 2022.
5. Add retention bonus payment as follows:
  - For all hours actually worked between **March 15, 2020 and January 1, 2022**, we will pay .50 per hour, payable on **July 15, 2022**.
  - For all hours actually worked between **January 2, 2022 and December 31, 2022** we will pay .50 per hour, payable on **January 27, 2023**.

To be eligible for bonus you must be actively employed on the date paid.

**Teamsters State, County  
And Municipal Workers  
Local 214**

  
\_\_\_\_\_  
Clayton Pletscher,  
Business Representative

Date: 6-22-22

**Grand Traverse County  
Department of Human Services and  
Grand Traverse Pavilions**

  
\_\_\_\_\_  
Cecil McNally  
Chairperson

Date: 06/30/2022

A handwritten signature in black ink, appearing to read "Rose Coleman". The signature is written in a cursive style with a large initial "R".

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Rose Coleman  
Chief Executive Officer