

JJF  
TA  
5/13/26

## Tentative Agreement reached between CHE and Teamsters on Wednesday, May 13, 2026

### **Article 15. Postings**

CHE will process / fill permanent shift transfers prior to posting an open requisition in that cost center, as applicable.

**Permanent shift transfer:** For shift vacancies that CHE decides to fill on a particular shift within a cost center, CHE will provide at least seven (7) days' notice to bargaining unit RNs in the cost center of the vacancy and an opportunity to express interest in transferring to that shift. Priority will be given to bargaining unit RNs in the same cost center based on Bargaining Unit Seniority, except for APP's, in which case priority will be given to APP's in the same cost center based on APP licensure date.

**Open Requisitions:** For open positions that CHE decides to post as an open requisition in Workday, CHE will follow Article 14, Seniority. Positions will be posted for at least seven (7) days.

Nothing in this Section shall require CHE to create a requisition for a permanent shift transfer.

Approved permanent shift transfers within the same cost center shall be implemented within a reasonable time not to exceed thirty (30) calendar days from the date the transfer is awarded, unless otherwise mutually agreed. Due to credentialing, APRN process may be longer.

/s/ Nicholas Balatsos

Date: May 14, 2026

NSB  
5/13/26

JJF  
JA  
5/13/26  
EH  
5/13/26

Tuesday, May 12, 2026

Tentative Agreements reached between CHE and Teamsters

**ARTICLE 30. UNION LEAVE OF ABSENCE, SENIORITY, RETURN RIGHTS & LICENSURE MAINTENANCE**

**Section 1. Union Leave of Absence**

The Union may make a written request to CHE Labor Relations on behalf of any RN covered by this Agreement who is elected or appointed to a full-time position with Teamsters Local 2024 to be granted an unpaid leave of absence for the duration of their union service as further defined below. The Union shall provide CHE Labor Relations with at least thirty (30) days' written notice prior to the commencement of any such leave. CHE shall approve any timely request that complies with this Section. CHE Labor Relations will determine, in its discretion, whether to grant a leave request based on patient care / business need

CHE will grant a leave request for any nurse serving in an elected or appointed capacity, subject to the additional restrictions as stated below in this Section 1 and the remaining Sections 2 - 5. CHE agrees that there is no restriction on the number of ~~three (3)~~ year terms for which an employee can be elected or appointed. No more than twenty (20) RN's may be on a union leave of absence at the same time, unless mutually agreed in writing. No more than one (1) RN in a cost center unit may be on a union leave of absence at a time. Any RN off work on any union leave for more than three (3) years in a five (5) year period will be required to successfully complete a specific orientation process which CHE prepares in order to return to work.

**Section 2. Seniority Protection & Paid Time Off**

While on union leave, the RN shall continue to accrue Bargaining Unit seniority for all purposes under this Agreement. Any RN approved for this leave must use all accrued PTO prior to beginning the unpaid leave.

**Section 3. Return Rights**

Upon completion of the union leave, the RN shall return to their former position if available, or if that position is unavailable, to an open substantially equivalent position, or similar position with no loss of seniority, wage step [if returned to a "similar position," the RN is

NSB  
5/13/20

JJF  
TA  
5/13/26  
EH  
5/13/20

paid at the rate for the "similar position"], status, or contractual rights. The parties agree that there is no guarantee that a substantially equivalent position or similar position will be on the same shift and / or have the same hours as when the leave began. The Union specifically acknowledges that CHE can post the position the RN held when beginning the leave. The RN must meet all applicable employment licensure and / or qualification requirements at the time the RN returns to work and will be a reasonable time not to exceed thirty (30) days, to complete any mandatory education/orientation.

#### **Section 4. Licensure and Certification Maintenance**

During this union leave, it is the RN's responsibility to maintain all necessary licenses, certifications, annual testing, and other professional credentials required for their position. CHE shall recognize any valid license, certification, or credential the RN maintains during the leave as sufficient for purposes of reinstatement and return to work.

#### **Section 5. No Employer Liability for Leave Period**

During this union leave, CHE shall have no obligation for wages, benefits, or other compensation, unless otherwise agreed to in writing between CHE and the Union.

NSB  
5/13/26

JJF  
TA  
5/13/26

EH  
5/13/26

Tuesday, May 12, 2026

## Tentative Agreements reached between CHE and Teamsters

### Article 5. Management Rights

The Union specifically agrees, subject to the express terms of this Agreement, that CHE exclusively retains all the rights to operate and manage its healthcare facilities and operations, including, but not limited to the following:

1. to direct, plan and control all hospital and facility operations;
2. to exercise control and discretion over the organization and operational efficiency;
3. to determine, change or eliminate existing methods, materials, equipment, facilities, practices, and procedures to perform work and / or to introduce new or improved methods, materials, equipment, facilities, practices, and / or procedures to perform work;
4. to utilize vendors, suppliers, subcontractors, agency employees, and independent contractors as it determines appropriate to perform any work;
5. to determine what products and processes are to be used;
6. to establish and change work hours, work schedules, work starting and ending times, shift start and end times, unless otherwise specifically covered in the Agreement;
7. to select, hire, direct and supervise employees and assign work;
8. to classify, train, promote, demote with just cause, evaluate and transfer employees;
9. to suspend, discipline and discharge employees for just cause;
10. to increase, reduce, change, modify, or alter the workforce composition and / or size for legitimate business reasons;
11. to modify, combine, or discontinue existing job classifications and / or create new job classifications;

JJF  
TM 5/13/26  
ZH  
5/13/26

12. to make and enforce rules of conduct, standards, policies, procedures and regulations governing employee conduct, operational procedures and any other process / procedure it determines appropriate and CHE agrees that it will provide notice and an opportunity to bargain over any changes to those policies where the change will have a material financial impact;
13. to lay off and to relieve employees from duty due to lack of work or any other reasons, and to recall employees from layoff;
14. to determine the number of departments, units or other work areas and the work performed in the departments, units or areas;
15. to determine, change and enforce patient care standards;
16. to determine the work the employees will perform;
17. to utilize employees wherever deemed appropriate for patient care;
18. to establish policies and procedures related to research, education, training, operations, services and maintenance regarding Hospital operations;
19. to determine staffing guidelines or ratios and staffing patterns including but not limited to employee assignment, number of employees, duties to be performed, qualifications required and areas to be assigned;
20. to discontinue any job duty, title, department and / or unit;
21. to close any hospital or facility and / or to transfer work to any other hospital or facility;
22. to utilize management personnel to perform work to support patient care or hospital operations where the hospital deems it to be in the best interest of the patient, the hospital or other team members, ;
23. to select and determine the type and extent of activities in which it will engage and with whom it will do business;
24. to determine and change the methods and means by which it will operate;
25. to determine quality and safety metrics, measures, procedures, processes and programs;
26. to maintain efficiency and appropriate patient care, as it deems appropriate; and
27. to take any and all other actions necessary in the Hospital's judgment to operate and to provide for patients.

The parties agree that the only limitation on management rights are those stated in this Agreement or required by law.

## Article 6. Union Security

JJF  
TA  
5/13/26

EH  
5/13/26

### Section 1. Union Membership.

All RNs who have successfully completed their probationary period as of the effective date of this Agreement and all RNs after the effective date of this Agreement who successfully complete their probationary period must become members of the Union, or pay service fees as Beck objectors, consistent with the applicable provisions of the law.

### Section 2. Bona-Fide Religious Objection.

Any RN who is a member of and adheres to established and traditional tenets or teachings of a bona-fide religion, body or sect which has historically held conscientious objections to joining or financially supporting a labor organization, shall be required to pay sums equal to the service fee to a non-religious charitable fund exempt from taxation under 501(c)(3) of the Internal Revenue Code chosen by the RN. Only RN's who qualify under this Section can select the charitable contribution option and must notify, in writing, the Union and CHE of their selection of this option.

### Section 3. Information.

CHE agrees to provide a list of new hires, terminations, and transfers into the bargaining unit to the Union on the first calendar day of each month.

### Section 4. Payroll Deduction of Union Dues.

RNs in the bargaining unit and RNs newly hired into the bargaining unit will be informed by the Union of their Union membership obligations defined above, and the Union will further provide all current and future employees appropriate forms setting forth the employee's authorization of payroll deduction of Union dues. Copies of such forms will be forwarded to CHE. Upon receipt of a signed authorization, CHE shall deduct from the employee's earnings the Union dues and forward the same to the Union monthly.

### Section 5. Dues Rate.

The amount of monthly dues and the service fee rate must be certified in writing by the Union and delivered to the CHE Labor Relations Department prior to deduction of such dues and fees. Changes in the amount of the monthly dues and/or service fee rate must be certified by the Union and delivered to CHE Labor Relations at least sixty (60) days prior to the first payday to be affected by the change.

### Section 6. Hold Harmless.

The Union shall indemnify CHE and hold it harmless against any loss or claims for damages, including all legal fees resulting from the deduction of any sums and/or the payment to the Union of any sums deducted under this Article.

JJF  
JA  
5/13/26  
CH  
5/13/26

[NOTE TO COREWELL: The Union will agree to this language in a side agreement. The Union specifically agrees that CHE will not be required to terminate any RN who does not pay dues. The Union agrees that if an RN fails to provide a dues authorization form to CHE, the Union is responsible to take whatever legal action it chooses against the RN in an attempt to require the RN to pay dues. The Union specifically agrees that it will not file either a grievance and /or an unfair labor practice charge against CHE if a represented RN fails to provide CHE an appropriately signed dues deduction form.]

## Article 18 – Attendance and Reliability

CHE will follow the CHE policy and procedure related to attendance and reliability. If CHE decides to make a material change to the Attendance and Reliability Policy, it will provide the Union notice and the opportunity to bargain effects.

## Article 20. Corrective Action

CHE will follow CHE corrective action policy and procedure related to any RN discipline and / or discharge, provided no RN shall be disciplined or discharged except for just cause. Discipline for all bargaining unit members shall follow the progressive disciplinary steps as follows:

**Step 1.** In-Person Documented Coaching

**Step 2.** First Written warning

**Step 3.** Final Written warning

Step 4. Termination

As stated in the policy, CHE retains the right to skip steps or repeat steps.

15/ Nicholas Balatsos

5/12/26

JJF  
TA  
5/13/26

EH  
5/13/26

**Thursday, May 7, 2026**

**Tentative Agreements reached between CHE and Teamsters  
Local 2024**

**Article 4. Definitions**

For purposes of this Agreement, the following definitions apply:

"RN" refers to a CHE employee covered by this Agreement.

"Full-time" refers to RNs who are regularly scheduled to work 72 to 80 hours each pay period.

"Part-time" refers to RNs who are regularly scheduled to work 71 hours or less each pay period, unless status is Casual/Contingent.

"Casual" (previously known as "Contingent" at legacy Beaumont) refers to RNs who are scheduled to work on a per diem or as needed basis without a regular or consistent schedule and without a designated end date.

To maintain competency, a casual Registered Nurse may be expected to meet a minimum availability or work requirement required by their leader or department.

"Temporary" shall mean a Registered Nurse who is hired for a limited duration with a designated end date. Temporary RN's are not covered by this Agreement.

"Non-Employee Contingent Staff" (referred to as Contingent) refers to individuals who perform work for CHE but are not employed by CHE, including Agency Staff, Allied Health, Clinical Learner, Community Access / Connect, Contracted Consultants, Independent Providers, Students, and Volunteers. Non-Employee Contingent Staff are not covered by this Agreement.

APRN" (Advanced Practice Registered Nurse) includes Registered Nurses who are licensed, certified, and employed as a Nurse Practitioner, Certified Nurse Midwife, or Certified Registered Nurse Anesthetist (CRNA).

**Article 26. Jury Duty**

CHE will provide Jury Duty leave in accordance with CHE's Jury Duty leave Policy and Procedures. CHE agrees that it will provide the Union notice and an opportunity to bargain regarding the "effects" [not the decision] over any changes to the Jury Duty leave Policy where the change will have a significant material impact to RN's terms and conditions of employment.

JJF  
TA  
5/13/26  
EH  
5/13/26

## Article 27. Bereavement Pay

CHE will provide Bereavement Pay / Leave in accordance with CHE's Bereavement Leave Policy and Procedures. CHE agrees that it will provide the Union notice and an opportunity to bargain regarding the "effects" [not the decision] over any changes to the Bereavement Pay Policy where the change will have a significant material impact to RN's terms and conditions of employment.

*/S/ Nicholas Balatsos*

5/12/26

Tuesday, February 24, 2026

Tentative Agreements Reached Between CHE & Teamsters

**Article 17 – Break Periods**

RNs scheduled to work five (5) or more hours shall receive an unpaid thirty (30) minute uninterrupted meal break.

When working two (2) consecutive eight (8) hour shifts, the time-keeping system will deduct thirty (30) minutes twice for two (2) meal breaks unless the RN indicates in the time-keeping system that he or she did not take the meal break(s), cancelling the deduction.

When an RN is unable to take his/her scheduled meal break due to operational issues or patient care needs or is interrupted and required to return to work, the RN shall be permitted to complete his/her meal break at another time on that shift, or the RN can select "no lunch" on the time clock when the RN punches out.

The time-keeping system shall allow RNs to attest to the outcome of their meal period break after each shift upon their punch OUT. The timekeeping system will ask RNs if they received a thirty-minute uninterrupted meal break and allow them to select a response of "Yes" or "No." If the RN's response is "No," the timekeeping system will automatically add back the thirty (30) minutes meal deduction.

CHE shall not discipline, penalize, or take adverse action against RNs who are unable to take lunch breaks due to operational issues or patient care needs, as approved by the leader.

RNs are eligible for two (2) fifteen (15) minute paid rest periods for each eight (8) hour shift worked.

Date: 2/25/26

Nikhil Bhat  
Teamsters Local 2024

Date: 2/24/26

Jeff Fraser  
CHE

NSB 2/27/26

JJF 2/24/26

EH 2/24/26

NSB 2/27/26

JJF 2/24/26

EH 2/24/26

**Tuesday, February 24, 2026**

**Tentative Agreements Reached Between CHE & Teamsters**

**Article 19 – Performance Evaluations**

**Section 1. Definition**

A “Performance Evaluation” is a documented evaluation conducted annually to assess and document how an RN has been performing and to discuss future opportunities for growth and development (not corrective action). Extenuating circumstances (such as a pandemic or a leave of absence) may result in impacts to the specific timelines including variation from the annual timeline.

**Section 2. Performance Evaluations**

Performance Evaluations occur with each documented review during the formal “Performance Snapshot” process. Performance evaluations shall be based on performance within the review period. Performance evaluations shall be based on legitimate job-related criteria. Performance Evaluation meetings shall not be combined with investigatory meetings. CHE will not issue corrective action in an evaluation meeting. Performance reviews are not subject to the grievance procedure.

**Section 3. Peer & Self Evaluations**

Peer evaluations are permitted, provided that RNs must be given the opportunity to select their peer-reviewer. CHE managers reserve the right to add an additional three (3) peers to the evaluation process. RNs have the ability to provide a self-evaluation.

**Section 4. Notice**

Each RN will be made aware of the evaluation process and their part in the process.

**Section 5. Unit Standards**

Performance evaluations will be made by measurements only within each classification and only within each unit, based upon performance standards established for each unit. An RNs signature on a performance evaluation may not be used by CHE to indicate the RNs agreement with the evaluation.

**Section 6. Comment Period**

All RNs shall be given an opportunity to read and comment upon any performance evaluation or corrective action prior to the placement of such material in their personnel file. The RN shall sign and date such material only as proof of receipt. RNs may submit a written rebuttal to performance evaluations, or corrective action, and such rebuttals will be attached to the material in the file.

Date: 2/25/26  
[Signature]  
Teamsters Local 2024

Date: 2/24/26  
[Signature]  
CHE  
Jeff Franzen

Wednesday, February 11, 2026

JJE  
TA  
2/11/26

Tentative Agreements reached between CHE and Teamsters  
Local 2024

EH  
2/11/26

**Article 3. Probationary Period**

The probationary period for all bargaining unit members is one-hundred twenty (120) calendar days unless the probationary period is longer based on past practice in a particular unit, department and / or area. The Hospital has the discretion to extend the probationary period for an additional thirty (30) days to further assess the bargaining unit member's skills and abilities. The Hospital and Union may agree in writing to extend the probationary period an additional thirty (30) days after the first thirty (30) day extension. Probationary employees do not have seniority. None of the Agreement provisions [specifically including the grievance and arbitration procedure] are applicable to a probationary employee unless otherwise provided for in law. Probationary employees are at-will employees during the probationary period.

**Article 7. Union Activities**

The Hospital recognizes the right of any nurse covered by Article 2 Recognition language to become a member of the Union. CHE will advise newly hired RNs covered by Article 2 Recognition language that the Union is their bargaining representative. CHE will notify the Union of new hires monthly. CHE will provide the Union with the name and address the RN provides CHE to enter into the CHE HRIS system as well as job profile/job code, and the location in the HRIS system of each new RN covered by the Article 2 Recognition language. The Union will provide copies of this Agreement to RNs at its expense.

**Article 34. Liability Insurance.**

CHE shall without cost to the nurse provide liability insurance in the amount of \$500,000 per claim/\$1,000,000 in the annual aggregate, or higher limits in accordance with CHE policy.

NSB  
2/11/26

## Article 35. Life Insurance & AD&D

CHE shall provide life insurance coverage and AD&D for each RN in an amount equal to one (1) times the RNs current annual base.

JSC  
TA  
2/11/26

EH  
2/11/26

## Article 43. Miscellaneous

### Section 1. Paychecks

Pay checks are to be issued on a bi-weekly basis on Fridays. RNs must sign up for direct deposit or a pay card to receive pay. CHE will no longer issue paper checks.

### Section 2. Supervisors Performing Bargaining Unit Work

CHE may not use supervisors, managers, or other non-bargaining unit employees to perform work that otherwise would be performed by bargaining unit employees unless doing so is consistent with the historical practice prior to the execution of this agreement; in emergencies; when training or instructing employees; when assisting employees for the purposes of maintaining health and safety; or when necessary to cover absenteeism by bargaining unit employees.

NSB  
2/11/26

Wednesday, February 11, 2026

Tentative Agreements Reached Between CHE & Teamsters

**Article 8. Union Stewards and Representative List**

The Union will provide CHE with a list of Union Stewards/Alternates and any other Union Representatives at least one (1) time each calendar quarter. The list will include the following information for each steward / alternate:

1. Name;
2. Position;
3. Facility where individual works;
4. Shift; and
5. Unit, department or other area where the individual works.

The list will include the following information for each Union Representative:

1. Name;
2. Position and
3. Cell phone number.

CHE has no obligation to recognize any individual as a Union Steward / Alternate or Union Representative unless the individual is on the current Union Stewards / Alternates and / or Union Representatives list. CHE will recognize two (2) Union Steward for every one hundred (100) RNs in the bargaining unit.

NSB  
2/24/26

2/24/26 JF

EH  
2/24/26

Date: 2.24.26  
[Signature]  
Teamsters Local 2024

Date: 2/24/26  
[Signature]  
CHE  
Jeff Fransen

Wednesday, February 11, 2026

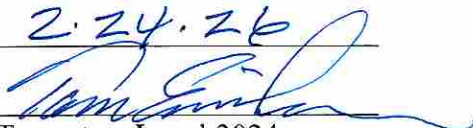
Tentative Agreements Reached Between CHE & Teamsters

**Article 43. Miscellaneous**


**Section 3. Immunizations**

RNs will follow CHE Immunization Policy and procedure. CHE agrees that it will provide the Union notice and an opportunity to bargain regarding the "effects" [not the decision] over any changes to the Immunization Policy where the change will have a significant material impact to RN's terms and conditions of employment.

Date:

2.24.26  
  
Teamsters Local 2024

Date:

2/24/26  
  
CHE  
Jeff Fraser

Wednesday, February 11, 2026

Tentative Agreements Reached Between CHE & Teamsters

**Article 40. Uniforms**

A. CHE Provides Scrubs

JJF  
2/24/26

Ext  
2/24/26

NSB 2/27/26

This Article is ~~applicable~~ only applicable to RNs who are required by CHE to change into scrubs at work for safety and infection prevention purposes (e.g. surgical services; procedural areas and labor / delivery). Such RNs will be paid for the time before and after their assigned shift to change into or out of CHE owned scrubs.

RNs will use the scrub dispensers to receive and return scrubs or the scrub cart based on departmental distribution / collection process where there are no scrub dispensers. RNs have access to three (3) sets of scrubs through the scrub dispensers and / or scrub cart.

RNs provided CHE scrubs must return scrubs daily. When the RN returns soiled scrubs, a clean set of scrubs is available to be dispensed provided the three (3) sets of scrubs have been accounted for. If an RN fails to properly return soiled scrubs, the RN is subject to discipline.

B. Privacy/Safety

RNs may opt to have their last name removed from their badge for safety concerns and replaced with the first letter of the RNs last name consistent with CHE policy. The RN will pay the fee for badge replacement.

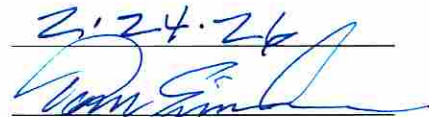
C. Registered Nurse Attire

RNs will be allowed to wear Corewell Health branded attire consistent with the CHE dress code policy and brand standard. Corewell Health embroidery, patches, pins and badge reels representing CHE, nurse professional awards, CHE longevity may be worn on badge buddies, lanyards and/or apparel as long as it does not impede the purpose of the badge and patient care or infection prevention is not impacted.

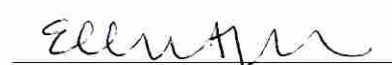
D. Notice of Changes

Changes to the dress code policy must be communicated to the Union in writing and will be given a minimum of ninety (90) days' notice for RNs to comply with such changes.

Date:

2.24.26  
  
Teamsters Local 2024

Date:

2/24/26  
  
CHE  
Jeff Franzer

November 4, 2025

11/4  
11/6/25  
JJF  
TA  
11/6/25  
EH  
11/6/25

**Bulletin Board Article**

**Union CHE TA**

**ARTICLE  
BULLETIN BOARDS**

There will be secure bulletin boards in each campus Hospital:

Royal Oak six (6), ~~eight (8)~~, **Seven (7)**

Troy two (2), ~~six (6)~~, **Four (4)**

Dearborn two (2), ~~four (4)~~

Farmington Hills two (2), ~~three (3)~~

Grosse Pointe one (1), ~~three (3)~~

Taylor – Trenton – Wayne one (1) ~~two (2)~~ and

Southfield one (1).

Through mutual agreement, CHE and the Union will designate the bulletin board locations and confirm the locations in writing to the Union. Union Business Agents and CHE will control access to the secure bulletin boards. The Union shall be permitted to post Union notices relating to general Union activities on the secured bulletin boards after providing a copy of the proposed posting to CHE Human Resources at least five (5) calendar days before the posting is made, unless the timing of a posting is a priority. Under these circumstances, the Union will contact CHE Human Resources and provide a copy of the proposed posting as soon as reasonably possible. Ancillary/off-site locations will also be provided access to designated bulletin boards to post Union notices relating general Union activity for review and approval, designated by the Employer on each unit or department in nonpublic areas. A copy of such notices will be provided upon request to the Human Resources Department.

Tuesday November 18, 2025  
Tentative Agreement

MR 11/18/25  
JJF TTA 11/18/25  
ZH 11/18/25

**ARTICLE – SUPERVISORY DUTIES**

CHE will not assign or require bargaining unit nurses to perform supervisory duties as defined in the National Labor Relations Act [NLRA]. CHE and the Union agree that nurses in the following positions, and any similar positions, are not supervisors as defined in the NLRA and bargaining unit members are permitted to perform the duties within the job descriptions.

1. Care Coordinator Lead
2. Care Management Educator
3. Cath Lab Charge Lead Nurse
4. Charge Lead Nurse
5. Charge Lead Nurse Ambulatory
6. Clinical Nurse Specialist
7. Clinical Research Nurse Senior
8. Nurse Educator
9. Nurse Professional Development Generalist
10. Nursing Professional Development Specialist
11. ECMO Program Manager
12. Pediatric Trauma Program Manager
13. Quality Improvement RN Coordinator
14. RN Clinical Data Lead
15. Utilization Management Educator
16. Other Similar positions

MR 11/18/25  
JJF 11/18/25  
EH 11/18/25  
dursing

CHE has the right to modify the job descriptions identified above the Collective Bargaining Agreement term. If the modification is a material change, CHE will provide notice and an opportunity to bargain over the effects of any material change with Local 2024. In addition, bargaining unit nurses occasionally act as charge for which a premium is paid. CHE and the Union agree that in this instance the nurse is not a supervisor as defined in the NLRA simply because of the job duties performed while acting as charge.

Tuesday November 18, 2025  
Tentative Agreement

MP  
11/18/25

JJF  
TA  
11/18/25  
EH  
11/18/25

## ARTICLE – LEAVES OF ABSENCE

### Section 1. Family and Medical Leave Act

The Family and Medical Leave Act (“FMLA”) applies to eligible employees. RNs who have worked for CHE for at least twelve (12) months and at least 1,250 hours in the last twelve (12) months are eligible to request FMLA. The FMLA and CHE policies and procedures define eligibility, the terms and conditions for which FMLA will be approved and reinstatement following FMLA leave. During FMLA leave, CHE shall maintain health insurance and other benefits at the same level as active RNs, but during periods of unpaid leave, RNs will be required to pay their portion of health insurance premiums to maintain coverage. When the FMLA leave ends, RNs shall be restored to the same, or a comparable job, without loss of pay, seniority, or other benefits. FMLA leave must otherwise be taken in accordance with CHE’s FMLA policy.

### Section 2. Sick Leave/MESTA

All eligible RNs shall be entitled to paid Sick Leave as set forth in Michigan’s Earned Sick Time Act (“MESTA”). CHE will follow MESTA requirements and CHE policy related to MESTA.

### Section 3. Personal Leave

CHE recognizes that there may be times when RNs need to take extended medical leave for reasons not covered by MESTA or the FMLA, or other reasons not covered in this Article. CHE may grant leave in those instances consistent with CHE policy and procedure.

### Section 4. Educational Leave

CHE recognizes there may be occasions when RNs need to take time off from work for educational purposes. Employees may request an educational leave of absence consistent with CHE policy and procedure.

### Section 5. Parental Leave

CHE will provide Parental Leave in accordance with CHE’s Parental Leave Policy and Procedures.

### Section 6. Military Leave

CHE will grant military leave in accordance with applicable law (e.g., USERRA) and CHE policies and procedures.

### Section 7. General/Misc.

a. RNs will follow the specific notice and request provisions in the CHE policies and procedures

to request a specific leave. All leaves of absence must be approved in accordance with CHE policies and procedures and applicable law. RNs should strive to give as much notice as possible in all instances.

*MA*  
11/17/25  
JJF  
JA  
11/18/25  
EH  
11/18/25

- b. During all leaves of absence under this Article, the RN who is on unpaid leave of absence will not receive pay for the holidays falling within the leave of absence period, nor will the employee accrue any PTO time during the unpaid absence period, unless the employee is using PTO as part of the leave, in which case, the employee's PTO accrues while using PTO on the leave.
- c. During all leaves, unless otherwise specified, RNs shall ~~not lose~~ continue to accrue seniority.
- d. During all leaves, CHE shall follow all applicable laws and CHE policy regarding ~~maintain~~ health insurance for RNs.
- e. CHE shall follow all applicable laws and CHE policy regarding pay and job restoration after an approved leave.
- f. To the extent consistent, CHE's current policies shall otherwise govern the terms and conditions of leave, provided that CHE agrees that it will provide notice and an opportunity to bargain regarding the "effects" [not the decision] over any changes to those policies where the change will have a significant material impact to RN's terms and conditions of employment.
- g. RNs remain eligible for all other leaves CHE provides consistent with CHE policy requirements.

~~X~~ JJF 11/18/25 EH 11/18/25  
*MA*  
11/18/25  
~~X~~ JJF 11/18/25 EH 11/18/25  
*MA*  
11/18/25

Tuesday, November 4, 2025

Tentative Agreement – Grievance Procedure

MB  
11/6/25

JJF  
TA  
11/6/25

EH  
11/6/25

**ARTICLE  
GRIEVANCE PROCEDURE**

Grievances. CHE and the Union recognize that day-to-day issues affecting nurses shall normally be adjusted informally between a nurse and the nurse’s immediate supervisor. If an issue cannot be informally resolved, the nurse has the option to file a grievance through CHE’s electronic system, as defined below. If the electronic system is unavailable, parties shall still use the below grievance procedure, but shall use email [the email will include grievant name; date grievance filed; grievant facility / unit; specific position held; specific shift; supervisor / manager name; specific collective bargaining agreement provision alleged violated; alleged incident date; individuals involved; and all relevant facts] instead of CHE’s electronic system, to file and process grievances. For grievances concerning the discipline or termination of a nurse’s employment, the grievance will be advanced directly to Step 3.

Step 1

The nurse will contact the steward, and the steward will submit a grievance through CHE’s electronic system, which the nurse must electronically sign and date as soon as reasonably possible but no later than ten (10) calendar days after nurse knew or had reason to know of the grievance. The nurse’s immediate supervisor shall give a written answer to the grievance through CHE’s electronic system as soon as reasonably possible but no later than ten (10) calendar days after it is presented.

Step 2

If a grievance is not satisfactorily resolved at Step 1, the nurse and the Union Representative may present the grievance to CHE Human Resources, provided that the affected nurse or nurses and the Local 2024 Union Representative sign and date the grievance, and the grievance is presented to CHE Human Resources through CHE’s electronic system as soon as reasonably possible but no later than fourteen (14) calendar days after the nurse’s/Local 2024’s receipt of the nurse’s immediate supervisor’s response to the grievance. CHE Human Resources shall respond through CHE’s electronic system as soon as reasonably possible but no later than fourteen (14) calendar days after it is presented.

JJF  
TA  
11/6/25  
Step 3

EH  
11/6/25

MB  
11/6/25

If a grievance is not satisfactorily resolved pursuant to Step 2, it may be presented to CHE Labor Relations through CHE's electronic system, provided the affected nurse or nurses and the Union Representative sign and present the grievance to CHE Labor Relations as soon as reasonably possible but no later than twenty-one (21) calendar days after the nurse's/Local 2024's receipt of CHE Human Resources' response to the grievance. CHE Labor Relations shall provide an answer through CHE's electronic system to the grievance as soon as reasonably possible but no later than twenty-one (21) calendar days after it is presented.

#### Step 4.

In the event the grievance is not satisfactorily resolved in Step 3, Local 2024 may refer the grievance to arbitration through CHE's electronic system within twenty-one (21) calendar days of the Step 3 answer. The parties will establish a panel of seven (7) arbitrators to hear the grievances submitted for arbitration on a rotating basis. The parties will alternately list arbitrators first union selected arbitrator and then CHE selected arbitrator. The Union and CHE will each select three (3) arbitrators and the selected Arbitrators will select the seventh Arbitrator. The hearing will be assigned to the Arbitrator next up on the rotation list who will supply the parties with his/her next available dates. The parties agree that it is the best interest of the parties and the aggrieved employee(s) that the hearing be held as soon as reasonably possible. If an arbitrator on the list is no longer available, the party who selected the arbitrator will select a replacement arbitrator as soon as reasonably possible and notify the other party. The hearings will be conducted pursuant to the then-current Voluntary Labor Arbitration Rules of the American Arbitration Association. Either party can remove the seventh arbitrator at any time. In which case, the process of naming the seventh arbitrator will be repeated.

The Arbitrator's decision in any grievance submitted shall be final and binding upon the parties or any aggrieved nurse or nurses. Each party shall bear expenses incurred by it. The Union and CHE shall each be responsible to pay 50% of the arbitrator's fees and costs.

**Tuesday, November 4, 2025**

**Union and CHE TA**

ARTICLE XX

SAVINGS AND SEVERABILITY

If any Article in this Agreement, or any Attachment to the Agreement is determined to be illegal for any reason, the parties agree that the remainder of this Agreement and Attachments are valid.

September 18, 2025

JJF  
TA  
9/18/25

Tentative Agreement Reached Between CHE and Teamsters Local 2024

No Strike / No Lockout

**No Strike.** ~~The Union agrees for itself and for all bargaining unit members that during the term of this Agreement neither the Union, bargaining unit members nor any Union agent~~ During the term of this Agreement, the Union and its members will not engage in, encourage, or condone any strike, slowdown, ~~unlawful~~ refusal to work, sympathy strike, picketing, boycotts or any similar action ~~for any reason~~, whether the issue is grievable or not. If any such activity occurs, the Union will not sanction it and shall immediately communicate in writing ~~and through electronic means [such as email, text and / or social media]~~ ~~and through the Union social media communication channels~~ to all bargaining unit members that the actions are unlawful, unauthorized and immediately direct all bargaining unit members to return to work. The Union will immediately provide a copy of all the communications to CHE ~~Corewell Health~~. Any bargaining unit member who engages in any of the conduct described above shall be terminated. If an employee is terminated and the Union wishes to contest the termination, the parties agree that an arbitrator may only decide if the employee participated in the prohibited activity.

**No Lockout.** ~~Corewell Health CHE~~ agrees that it will not lock out its employees during the term of this Agreement.

(MJ)  
9/18/25

ΣΕΗ  
8/7/25  
TVA  
JJF  
8/7/25

August 7, 2025

Tentative Agreements reached between CHE and Teamsters Local 2024

Agreement

This Collective Bargaining Agreement [Agreement] is entered into on \_\_\_\_\_, 20\_\_ between Corewell Health East [CHE or Hospital] and Teamsters Local 2024 [Teamsters or Union] an affiliate of the International Brotherhood of Teamsters which has delegated to Union authority to bargain this Agreement and represent the CHE registered nurses identified in the Agreement Recognition Article.

Non-Discrimination

CHE and Union agree that neither will discriminate or retaliate against the other based on any legally protected characteristic including but not limited to race, color, disability, national origin, religion, age, sex, height, weight, marital status, sexual orientation, gender identity / expression or any other characteristic protected by federal and / or state law. Any employee who believes that they have experienced discrimination or retaliation is encouraged to report that fact according to CHE policy. CHE also recognizes and supports employee rights to pursue claims with the appropriate government agency or other outside resource. The parties agree that they may discuss alleged violations of this provision in an effort toward internal resolution but that any such allegations or claims are not subject to the grievance and arbitration provisions of this Agreement.

Agreement Term

This Agreement shall continue in full force and effect from [execution date] through [three years from execution date]. If either CHE or the Union wish to terminate, modify or change this Agreement, the respective party shall provide written notice to the other party at least ninety (90) days prior to the Agreement expiration date.

NSB  
8/7/25  
AM  
8/7/25

EZH  
8/17/25

JJF  
TA  
8/17/25

August 6, 2025

**Tentative Agreements reached between CHE and Teamsters Local 2024**

**Recognition**

CHE recognizes the Union as the collective bargaining representative regarding wages, hours, terms and conditions of employment regarding all full-time and regular part-time registered nurse employees, including casual nurses, contingent nurses, flex nurses, and charge nurses, employed by the Employer at or through the Employer's hospitals, facilities and campuses located at: 3601 W 13 Mile Rd, Royal Oak, MI 48073; 28050 Grand River Ave, Farmington Hills, MI 48336; 26901 Beaumont Blvd, Southfield, MI 48033; 468 Cadieux Rd, Grosse Pointe, MI 48230; 44201 Dequindre Rd, Troy, MI 48336; 33155 Annapolis St, Wayne, MI 48184; 10000 Telegraph Rd, Taylor, MI 48180; 5450 Fort St, Trenton, MI 48183; 18101 Oakwood Blvd, Dearborn, MI 48124 excluding supervisors, guards, confidential and all other employees as certified in NLRB Case No. 07-RC-351617.

**Union Representatives List**

The Union will provide CHE ~~Corewell Health~~ with a list of Union stewards and any other representatives at least one time each calendar quarter. The list will include the following information for each steward and representative:

1. name;
2. position;
3. facility where individual works;
4. shift; and
5. unit, department or other area where the individual works.

CHE ~~Corewell Health~~ has no obligation to recognize any individual as a Union representative unless the individual is on the current Union representative list.

NED 8/17/25

TA  
8/17/25