

MEMORANDUM OF AGREEMENT

Corewell Health East [CHE] and Teamsters Local Union 2024 [Union] enter this Memorandum of Agreement [MOA] as follows:

CHE and Union are currently bargaining an initial Collective Bargaining Agreement;

CHE is in Phase 4 of the premium pay harmonization process.

CHE and Union agree as follows:

Effective as stated below, CHE will take the following actions related to represented RN's:

1. **Shift differential.** For the time period covering September 7, 2025-May 30, 2026, the shift differential rate for certain exempt positions will increase as follows:

Job Profile	Evening		Night		Weekend Day		Weekend Evening		Weekend Night	
	Current	New	Current	New	Current	New	Current	New	Current	New
100688 - Care Coordinator	\$ 2.75	\$ 3.25	\$ 3.75	\$ 4.25	\$ 2.00	\$ 2.75	\$ 4.75	\$ 6.00	\$ 5.75	\$ 7.00
102338 - Clinical Nurse Specialist CHE	\$ 2.75	\$ 3.25	\$ 3.75	\$ 4.25	\$ 2.00	\$ 2.75	\$ 4.75	\$ 6.00	\$ 5.75	\$ 7.00
102343 - APP NP A	\$ 5.00	\$ 5.00	\$ 5.00	\$ 5.50	\$ -	\$ 4.00	\$ 5.00	\$ 9.00	\$ 5.00	\$ 9.50
102345 - APP Nurse Midwife B	\$ 5.00	\$ 5.00	\$ 5.00	\$ 5.50	\$ -	\$ 4.00	\$ 5.00	\$ 9.00	\$ 5.00	\$ 9.50
102346 - APP NP B	\$ 5.00	\$ 5.00	\$ 5.00	\$ 5.50	\$ -	\$ 4.00	\$ 5.00	\$ 9.00	\$ 5.00	\$ 9.50
103739 - APP NP C	\$ 5.00	\$ 5.00	\$ 5.00	\$ 5.50	\$ -	\$ 4.00	\$ 5.00	\$ 9.00	\$ 5.00	\$ 9.50
104393 - Nurs Prof Dev Generalist	\$ 2.75	\$ 3.25	\$ 3.75	\$ 4.25	\$ 2.00	\$ 2.75	\$ 4.75	\$ 6.00	\$ 5.75	\$ 7.00
104394 - Nurs Prof Dev Specialist	\$ 2.75	\$ 3.25	\$ 3.75	\$ 4.25	\$ 2.00	\$ 2.75	\$ 4.75	\$ 6.00	\$ 5.75	\$ 7.00
104462 - Utilization Mgmt Coord	\$ 2.00	\$ 3.25	\$ 2.50	\$ 3.50	\$ 1.25	\$ 2.25	\$ 3.25	\$ 5.50	\$ 3.75	\$ 5.75
104497 - Wound Ostomy RN	\$ 2.75	\$ 3.25	\$ 3.75	\$ 4.25	\$ 2.00	\$ 2.75	\$ 4.75	\$ 6.00	\$ 5.75	\$ 7.00
104513 - Care Coordinator Lead	\$ 2.75	\$ 3.25	\$ 3.75	\$ 3.50	\$ 2.00	\$ 2.25	\$ 4.75	\$ 5.50	\$ 5.75	\$ 5.75
105129 - Specialty RN Amb	\$ 2.75	\$ 3.25	\$ 3.75	\$ 4.25	\$ 2.00	\$ 2.75	\$ 4.75	\$ 6.00	\$ 5.75	\$ 7.00

A retro payment will be made to represented RNs and APPs in these positions reflecting this increased rate in June 2026. Team members must be employed as of the date of payment to be eligible for the retro payment, except that APPs who separate employment due to the APP restructuring will be eligible for this retro payment.

Effective May 31, 2026, exempt team members will not be eligible for a shift differential. However, exempt team members who work the off shift as part of their regular schedule will be eligible for a bi-weekly stipend in addition to their salary. For the purposes of eligibility for the stipend, an exempt team member must be expected to work 9 or more hours on the off shift per pay period for at least the next three consecutive pay periods. A chart showing the exempt jobs that are eligible for the stipend and the future stipend amounts is below. These changes will be reflected in a system shift differential policy, which will apply to represented APPs/RNs.

Average Evening (1500-2300) and Night (2300-0700) shift hours per pay period – BETWEEN	Eligible Exempt RN, Nurse/Hospital Supv, Nursing Inpatient Supv, Asst Nurse Manager	Eligible Exempt APP: NP, Midwife, PA	Eligible Exempt APP: CRNA
0 – 8	\$0	\$0	\$0
9 – 23	\$100	\$125	\$180
24 – 38	\$160	\$210	\$300
39 – 53	\$240	\$300	\$425
54 – 68	\$280	\$375	\$550
69-90	\$320	\$500	\$720

2. **On-Call.** As of May 31, 2026, APPs who are eligible for on-call pay and currently have an on-call pay rate of \$5.00 per hour will receive a rate increase to \$5.50 per hour. This change will be retroactive to September 7, 2025 and a retro payment will be made to eligible APPs in June 2026. APPs must be employed as of the date of payment to be eligible for the retro payment, except that APPs who separate employment as a result of the APP restructuring will be eligible for this retro payment.

Effective May 31, 2026, non-APP team members who are eligible for on-call pay and currently have an on-call pay rate of \$4.00 per hour will receive a rate increase to \$5.50 per hour. This change is not retroactive.

Effective May 31, 2026, the on-call policy will be updated to add low-census on-call for eligible non-exempt team members. Low census call occurs when a non-exempt team member is not needed for a scheduled shift, or portion of a shift, due to census or volume and is placed on-call for the remainder of the previously scheduled shift. Low census on-call will be paid at the on-call rate applicable to the team member's job classification. Call-back for low-census on-call will be paid at the team member's normal hourly rate of pay. The new system on call policy will apply to represented APPs/RNs.

3. **Extra duty block pay.** Effective May 31, 2026, in addition to the current four (4) hour shift block pay option, eligible exempt team members will have the opportunity to pick up six (6) hour block pay shifts. The six (6) hour block pay shifts will be paid at 1.5 times the four (4) hour block pay rate applicable to the team member's job classification.
4. **Holiday benefit.** Effective May 31, 2026, the new system holiday policy will apply to represented APPs/RNs. As part of this new policy, part-time exempt team members will receive four (4) hours of holiday benefit, even if they do not work the holiday.
5. **403(b) matching contribution:** Corewell Health will pay the 403(b) matching contribution for 2025 calendar year to eligible represented team members. The amount of the matching contribution and eligibility requirements will follow the 403(b) plan in effect for 2025. The deposit will be made into eligible team members' accounts within 45 days after execution of this MOA by both parties. This MOA resolves only the 2025 matching contribution. It does not waive, limit, or prejudice the Union's right to bargain over any other 403(b) contributions or any other retirement benefit.
6. **Withdrawal of pending ULPs:** The Union will withdraw the following unfair labor practice charges: NLRB Case Nos. 07-CA-367976, 07-CA-379425, 07-CA-384547, 07-CA-382439, and 07-CA-384296 [collectively, the "Charges"]. The Union agrees to take all steps necessary to effectuate the withdrawal of the Charges promptly after the execution of this MOA by both parties.

_____, June 11, 2026

Teamsters Local Union 2024

/s/ Nicholas Balatsos

Nicholas Balatsos

_____, June 15, 2026

Corewell Health East

Ellen Hoepfner

Ellen Hoepfner