

Memorandum of Agreement

Corewell Health East (CHE) and Teamsters Local Union 2024 (Union) enter this Memorandum of Agreement as follows related to Article 30, entitled "Retirement 403(b)":

Contributions are effective January 1, 2026.

For participants in a CHE Defined Contribution Plan (403(b) plan) only:

- Core Contribution: 3% of base pay. Paid at the end of the plan year. Must work at least 1000 hours to be eligible. No waiting period.
- Match: fifty (50) percent match on six (6) percent total compensation. Made each pay period. No longer discretionary.

For participants in a CHE Defined Benefit (pension) and Defined Contribution Plan (403(b) plan):

- Core Contribution: As stated in the relevant defined benefit plan document.
- Match: Fifty (50) percent match on four (4) percent total compensation. Made each pay period. No longer discretionary.

August __, 2026

Teamsters Local Union 2024

Nicholas Balatsos

August __, 2026

Corewell Health East

Ellen Hoeppner

Memorandum of Agreement

Corewell Health East (CHE) and Teamsters Local Union 2024 (Union) enter this Memorandum of Agreement as follows related to union dues:

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.

August ____, 2026

Teamsters Local Union 2024

Nicholas Balatsos

August ____, 2026

Corewell Health East

Ellen Hoeppner

Memorandum of Agreement

Corewell Health East (CHE) and Teamsters Local Union 2024 (Union) enter this Memorandum of Agreement as follows:

The Parties agree that the Dearborn “EC Premium” will end effective October 17, 2026.

August __, 2026

Teamsters Local Union 2024

Nicholas Balatsos

August __, 2026

Corewell Health East

Ellen Hoeppner

Memorandum of Agreement

Corewell Health East (CHE) and Teamsters Local Union 2024 (Union) enter this Memorandum of Agreement (MOA) as follows related to RNs/APPs who simultaneously hold bargaining-unit and non-bargaining unit positions ("Dual Roles"):

Except as required to maintain licensure, CHE and the Union agree that RNs/APPs, prospectively, cannot hold a bargaining unit job and a non-bargaining unit job at the same time if the non-bargaining unit job is:

1. A supervisor role;
2. At Corewell Health, but outside CHE; or
3. A benefitted role.

RNs/APPs who currently hold dual roles, as described above, will have until December 12, 2026 to decide which role to maintain.

August __, 2026

Teamsters Local Union 2024

Nicholas Balatsos

August __, 2026

Corewell Health East

Ellen Hoeppe