

LETTER OF AGREEMENT

This Letter of Agreement (“Agreement”) is entered into by and between Munson Medical Center (“Employer”) and Michigan Nurses Association (“Union”) (collectively the “Parties”). By signing this Agreement, the Parties hereby agree to the following:

1. Employer and the Union are currently negotiating a successor collective bargaining agreement. The Parties desire to immediately implement agreed upon changes to ESTA and the Attendance Policy. This Agreement will take effect on March 10, 2026 (“Effective Date”).
2. Nurses who are covered by Michigan’s Earned Sick Time Act (ESTA), and who do not accrue PTO, will accrue earned sick time at a rate of one (1) hour for every thirty (30) hours worked. Unused earned sick time shall carry over from year to year up to a 72-hour carryover cap. Upon termination of employment for any reason, unused earned sick time shall not be paid out to an employee. Earned sick time will accrue in addition to Low Census Time Off (LCTO) for PRN C Nurses.
3. Nurses who are covered by Michigan’s Earned Sick Time Act (ESTA), and who do not accrue PTO, will not be subject to an occurrence under the Medical Center’s Attendance Policy for an absence that qualifies for protection under the ESTA as long as the Nurse has at least one (1) hour of available earned sick time, or at least one (1) hour of LCTO for PRN C Nurses, to cover the absence.
4. Nurses who are covered by Michigan’s Earned Sick Time Act (ESTA), and who do accrue PTO, will not separately accrue earned sick time. These Nurses will not be subject to an occurrence under the Medical Center’s Attendance Policy for an absence that qualifies for protection under the ESTA as long as the Nurse has at least one (1) hour of available PTO to cover the absence.
5. A newly hired Nurse subject to this section is required to wait thirty (30) days before using any earned sick time or PTO.
6. All other aspects of ESTA and/or a Nurse’s use of their earned sick time benefit shall be governed by the Medical Center’s policy on ESTA.
7. The new Attendance Policy with Policy Stat ID #18855757 will be implemented on the Effective Date.
8. The Parties tentatively agree to maintain current contract language on Article 17 – Attendance.
9. This Agreement shall expire on the expiration date of the successor collective bargaining

agreement.

10. This Agreement constitutes the entire understanding and agreement of the Parties with respect to ESTA and implementation of the new Attendance Policy, supersedes all previous and existing agreements, representations, and understandings, oral and written, between them concerning such subject matters, and may be modified or extended only by a written instrument duly executed by both Parties.

EMPLOYER:

UNION:

Signature: _____

Signature: _____

Printed: _____

Printed: _____

Title: _____

Title: _____

Date: _____

Date: _____