SIDE LETTERS

A. Vacation Phase-In (re: Article 19, Section 19.1, Vacation Accrual)

All PRRs, Lead PRRs and all bargaining unit non-nursing staff employed by the Hospital as of ratification will receive and additional week of vacation even if employed for less than three years. This additional vacation entitlement for these employees will be phased in over the life of this contract as follows:

- 2 additional vacation days will begin to accrue upon ratification of the Agreement
- 2 additional vacation days will begin to accrue upon first payroll period following February 1, 2027
- 1 additional vacation day will begin to accrue upon first payroll period following February 1, 2028

B. Parking

- The Hospital will freeze the price of parking tickets at $16 per ticket (currently a $2 subsidy) in Years 1 and 2 of the Contract.
- The Hospital may increase the price of parking tickets to no more than $17 per ticket in Year 3 of the Contract, provided Parkway has increased the price it currently charges to the Hospital for parking tickets.
- Employees will be limited to purchasing no more than 20 subsidized parking tickets per month.
- If the Hospital's total inventory of parking tickets available for purchase by all employees (not just bargaining unit employees) diminishes to 600 or fewer tickets per month, the parties agree to bargain with respect to the impact on this benefit.

C. Security

- The Hospital will use reasonable efforts to add to the current security presence by adding and maintain two additional security guard shifts as follows:
  - An overnight security guard shift, consisting of an 8-hour shift, seven days per week, during key overnight hours.
  - A daytime security guard shift, with the guard to be stationed on the 7th floor, consisting of an 8-hour shift, five days per week, during the key daytime hours when the 7th floor doors are open.
- The Hospital anticipates that these additional security guard shifts will be filled within 120 days after ratification. If these additional security guard shifts have not been filled within 90 days after ratification, the Hospital and the Union will conduct bi-weekly meetings to review the status of the Hospital's efforts to fill the shifts.
- The Hospital will use reasonable efforts to ensure that at least one security guard on-site during key overnight and daytime hours has appropriate training in de-escalation and restraint support, provided that the Hospital cannot guarantee that this will be the case at all hours.
- The Labor Management Committee will review and discuss the efficacy of the Hospital's security presence. The Hospital will not materially change the level of

security presence contemplated by this letter without prior notice to and discussion with the Union.

- The parties agree that the Union may file a grievance based on a claim that the Hospital has not made reasonable efforts to comply with this letter but the Union may not file a grievance based on any claim that the Hospital has failed to provide a specific level of security at a particular time due to staffing issues or other circumstance's beyond the Hospital's control.

D. Briana Broxton-Wilder

- The Hospital will reclassify Briana Broxton-Wilder as the Chief CPD/SPD Technician (and modify the Job Description to align with the duties which Ms. Broxton-Wilder performs).

E. High Deductible Health Insurance Program

- The Hospital agrees to make available to eligible bargaining unit employees the high-deductible plan which is available to the Hospital's non-bargaining unit employees, (as an alternative to the PPO plan).

- The parties will develop contract language as necessary to reflect this.