

Memorandum of Agreement

The State Employees' Association of New Hampshire Inc., Chapter 6 (hereafter "SEA") and Wellpath Recovery Solutions, Inc. (hereafter "Wellpath"), together hereafter the "Parties" hereby agree as follows relative to the bargaining unit employed by Wellpath at Hampstead Hospital:

WHEREAS, Wellpath is experiencing severe staffing shortages at; and

WHEREAS, the parties wish to incentivize filling open staffing positions and retaining incumbent employees.

THEREFORE, the Parties agree as follows, with the following changes effective September 12, 2022:

1. All nurses receive an increase of \$3.00 per hour to their base hourly wage rate.
2. All shift differentials are increased by \$1.00 per hour. Following is a chart showing the revised shift differentials:

Shift	Weekdays	Weekend
1st (7am-3pm)	N/A	\$2.00/hr.
2nd (3pm-11pm)	\$2.75/hr.	\$3.75/hr.
3rd (11pm-7am)	\$6.50/hr.	\$7.50/hr.

3. Retention bonus for Counselors and Senior Counselors: For a counselor or senior counselor who was on the payroll as of 9/1/22, if they are still (and continuously) on the payroll as of 10/1/22, then will receive a bonus of \$1,000.00. If that person is still (and continuously) on the payroll on 3/1/23, they will receive another bonus of \$1,000.00
4. Sign on bonuses (which are only in effect for new individuals hired from 9/12/22 2022 until on or before 12/31/22):
 - Sign on bonus RN: \$10,000.00 at 30 Days,* \$5,000.00 at 6 months for 2nd and 3rd shift
 - Sign on bonus LPN: \$7,500.00 at 30 Days,* \$2,500.00 at 6 months for 2nd and 3rd shift
 - Sign on bonus Counselors: \$2,500.00 at 30 Days,* \$2,500.00 at 6 months for 2nd and 3rd shift
 - Per Diem RN conversion to full time for 2nd and 3rd shift: \$10,000.00 at 30 Days,* \$5,000 at 6 months for 2nd and 3rd shift

- Per Diem Counselor conversion to full time for 2nd and 3rd shift:
\$2,500.00 at 30 Days,* \$2,500.00 at 6 months for 2nd and 3rd shift

*If a person is paid the 30 day bonus, but does not remain continuously on the payroll for six months after hire, the person must pay back the 30 day bonus on a prorated basis (Amount of bonus divided by 180 days multiplied by the number of days worked = the amount that must be repaid by the person).

5. Recruitment bonus (which is only in effect for new individuals hired from 9/12/22 until on or before 12/31/22): If a bargaining unit member successfully recruits an RN, LPN or Counselor to the 2nd or 3rd shift, the member will be paid a recruitment bonus of \$2,500.00 if the new person remains continuously on the payroll and in the requisite position and shift for six months.
6. The Parties understand this Memorandum does not constitute a comprehensive collective bargaining agreement, and each must still bargain in good faith following the execution of this agreement.
7. Except for any date set forth above relative to payout of a bonus that is later than the execution date of a collective bargaining agreement, this agreement will expire once a collective bargaining agreement is agreed upon by the parties.

Jeremy DaCruz

For the SEA

9/26/22

Date

David A. Aug

For Wellpath Recovery Solutions, LLC

9/26/22

Date