

**LETTER OF UNDERSTANDING
BETWEEN ESSENTIA HEALTH AND
Northern Pines Hospital UFCW Tech (NPTECH)**

RE: Article 4: Hours of Work

Essentia Health ("Employer") and the Northern Pines Hospital UFCW Tech (NPTECH) ("Union") agree to a change the overtime hours.

Locations Affected: Northern Pines Medical Center – CT Technologist

Job Profiles Affected: 100289 CT Technologist

Effective Period: This is in effect beginning 3/27/2023 and will expire on 6/30/2025.

Description: The current contract language reads under Article 4: Hours of Work 4.1 (A):


The normal hours of work shall be a maximum of eight (8) hours per day and eighty (80) hours in a fourteen (14) day period. All hours worked in excess of eight (8) hours per day and eighty (80) hours in a fourteen (14) day period shall be compensated at a rate of time and one-half (1½), provided such hours shall have been approved by the Employer. There shall be no pyramiding of overtime and to the extent that hours are compensated at the overtime rates, they shall not be counted as hours worked in computing overtime under the same or any other overtime provisions. The normal workweek shall not be construed as a guarantee of hours or work per day or per week.


*The new language for Article 4: Hours of Work 4.1 (A) will read as follows:

4.1 (A) The normal hours of work shall be **composed of normally scheduled shifts that are a maximum of eight (8), ten (10), or twelve (12) hours per day** and eighty (80) hours in a fourteen (14) day period. All hours worked in excess of **eight (8) hours per day the normally scheduled shift** and eighty (80) hours in a fourteen (14) day period shall be compensated at a rate of time and one-half (1½), provided such hours shall have been approved by the Employer. There shall be no pyramiding of overtime and to the extent that hours are compensated at the overtime rates, they shall not be counted as hours worked in computing overtime under the same or any other overtime provisions. The normal workweek shall not be construed as a guarantee of hours or work per day or per week.

ESSENTIA HEALTH

UNION

Signature 
Name Amy Holodnick
Title Labor Relations
Date 4/24/23

Signature 
Name Adam Evenstad
Title Union Representative
Date 4/24/2023