



# Essentia Health

## Alternative Work Agreement between Essentia Health Lakewalk Clinic and United Food and Commercial Workers Union Local 1189

This agreement is between Essentia Health Lakewalk Clinic (Employer) and United Food and Commercial Workers (UFCW)(Union) Local #1189. The Employer and the Union are parties to a Collective Bargaining Agreement (CBA) in effect from April 1, 2021, through March 31, 2024. The parties agree to the following:

Lakewalk Clinic will be adding the new classification of Department Coordinator to the collective bargaining agreement, effective June 2, 2023, with a wage range of entry at \$17.91 to maximum of \$26.37. The table below will represent the new position and the step increases will follow Article 14 Wages, Section 14.4, 1-5 as follows:

| Job Title              | Start | 1     | 2     | 3     | 4     | 5     | 8     | 10    | 12    | 15    | 20    |
|------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Department Coordinator | 17.91 | 18.76 | 19.60 | 20.45 | 21.29 | 22.14 | 22.99 | 23.83 | 24.68 | 25.52 | 26.37 |

Amy Holodnick, Senior Labor Relations Specialist

  
Stacy Spexet, UFCW Union Representative

6/5/2023

Date

Date