

LETTER OF UNDERSTANDING

By and Between

United Food and Commercial Worker's Union, Local 1189

and

Mayo Clinic Ambulance

Re: Grievance and Arbitration Process

In recognition of the mutual desire of the employees and the employer to work together to create a fair and timely outline for settling any differences between the Employer and the Union as to the meaning and application of the provisions of the collective bargaining agreement, this Letter of Understanding is intended to offer clarity in the timelines under practice while not being specifically outlined in the collective bargaining agreement.

Parties agree and understand the steps outlined in Article 13.1 are in place with the following times associated with each step:

1. Grievances need to be submitted in writing within 14 days of the occurrence.
2. Step 1 – as described in the agreement – between the affected employee and their supervisor or between the employee, a committeeman and the employee's supervisor
 - a. Company has 7 days to respond.
 - b. Union has 7 days after receipt of the response to move to Step 2
3. Step 2 – between committee representative and the manager
 - a. Company has 10 days to respond.
 - b. Union has 10 days after response received to move to Step 3
4. Step 3 – between committee representative and director or their designate
 - a. Company has 10 days to respond.
 - b. Should both parties agree, mediation through the FMCS can be an option in an additional step to settle the grievance prior to moving to Step 4.
 - c. If mediation is not accepted by one or both parties, Union has 10 days after response received to move to Step 4
 - d. Agreeing to the mediation process does not preclude the Union from continuing to Step 4
5. Step 4 – arbitration process as described.

Dated 6/26/2023

Paul Drucker

Paul Drucker (Jul 5, 2023 08:33 CDT)

Paul Drucker, Senior Director
Mayo Clinic Ambulance

Adam Evenstad

Adam Evenstad – Union Representative
UFCW Local 1189