



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 Medical Laboratory Assistant to the collective bargaining agreement, effective June 20, 2023, with a wage range of entry at \$17.85 to maximum of \$26.48. The table below will represent the new position and the step increases will follow Article 14 Wages, Section 14.4, 1-5 as follows:

STEP	START	1	2	3	4	5	8	10	12	15	20
HOURS	RATE	2080	4160	6240	8320	10400	16640	20800	24960	31200	41600
Medical Laboratory Assistant	\$17.85	\$18.20	\$18.54	\$18.94	\$19.31	\$19.70	\$20.90	\$21.75	\$22.61	\$24.02	\$26.48

Amy Holbrook, Senior Labor Relations Specialist

Stacy Spexet, UFCW Union Representative

Org: 8/21/2023 Updated: 8/30/2023

Date

Date

30 Aug 23