

Letter of Understanding
Between
SMDC Medical Center, d/b/a Essentia Health Lakewalk Clinic, Essentia Health Proctor Clinic, Essentia
Health Two Harbors Pharmacy and Essentia Health Silver Bay Pharmacy Essentia Health
AND
United Food and Commercial Workers (UFCW), Local 1189 ("Union")

Subject Matter: Inclusion of Clinical Assistant Apprentice (Job Code 110303)

Essentia Health ("the Employer") and the United Food and Commercial Workers ("the Union") hereby agree that the terms and conditions of employment for the job profile shall be governed by the Superior Health UFCW Union (SPUFCW) CBA, unless otherwise agreed to in writing as noted:

Wage: \$16.00/hour and shall be eligible for any applicable contract provided differential for which they qualify. If the defined compensation rate for the Clinical Assistant Apprenticeship program increases outside of the bargaining unit, the compensation within the bargaining unit will be adjusted to reflect the same increases.

Departments: It is mutually understood that in order to provide the Apprentice opportunities to further strengthen the individual's skills, the Apprentice may travel to other locations to be trained.

Experience Assessment: Once the apprenticeship is completed, the employee shall go to the Clinical Assistant Pay grade with an Experience Assessment. The apprenticeship FTE worked shall be included in their experience assessment calculation at 100% equivalence.

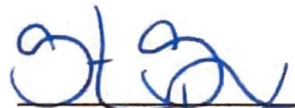
Seniority: The Employer shall follow Article 6, Seniority.

This agreement is being entered into on a non-precedent setting basis.



Jason Baasten
Labor Relations
Essentia Health

8-8-23
Date



Stacy Spexet
Union Representative
UFCW

20 June 23
Date