

Letter of Understanding between St. Luke's  
and  
the United Food and Commercial Workers Union, Local 1189  
Regarding Potential Affiliation Agreement (2023)

St. Luke's has informed its employees, bargaining units and community that it has entered into a letter of intent to affiliate with Aspirus Health.

Aspirus has informed St. Luke's of its respect for and willingness to recognize the Collective Bargaining Agreements (CBAs) currently in place. To that end St. Luke's hereby affirms that any definitive agreement to merge with Aspirus Health will include recognition of the CBA with the United Food and Commercial Workers Union, Local 1189. Therefore, all terms of the CBA will remain in full force and effect as if no affiliation had occurred.

With these assurances in place, the United Food and Commercial Workers Union, Local 1189 believes that this affiliation would be in the best interest of its members and the Duluth community, and we are extending our support of this affiliation.

**FOR UNITED FOOD AND COMMERCIAL  
WORKERS UNION, LOCAL 1189**

  
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Date: 22 Aug 23

**FOR ST. LUKE'S:**

  
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Date: 7/20/23