

**LETTER OF AGREEMENT  
BETWEEN ESSENTIA HEALTH AND  
UNITED FOOD & COMMERCIAL WORKERS – LOCAL 1189  
MOOSE LAKE UNIT**

**Subject Matter: Final Agreement - 2023 Wage Reopener (MLUFCW)**


Essentia Health (“Employer”) and the United Food and Commercial Workers – Local 1189 (“Union”) agree to the following 2023 wage reopener provisions for the Moose Lake bargaining unit:


- The wage scales for all bargaining unit positions will be updated in accordance with the grid attached, including grid step structure updates, effective starting the first pay-period commencing after 10/01/2023.
  - All bargaining unit members will receive wage increases applicable to their job classification and current total step hours as defined in the attached wage grid, except as outlined below.
  - Incumbents between 19,760 and 20,800 step hours as of October 1, 2023 will be grandfathered into an early increase to the new wage rates defined for 20,800 step hours.
  - All existing above-grid employees will receive a \$0.50 increase to base wages
- System implementation of the new wage scales, including payout of any amounts owed, will be completed no later than the first pay-period following 30 days after ratification of this Agreement.


<b>WAGE GRID - Moose Lake UFCW Local 1189 (MLUFCW)</b>								
<b>Year 3</b>								
<b>Effective 10/1/2023</b>								
<b>TOTAL STEP HOURS</b>	<b>0</b>	<b>2,080</b>	<b>4,160</b>	<b>6,240</b>	<b>10,400</b>	<b>14,560</b>	<b>20,800</b>	<b>33,280</b>
Environmental Services Technician	\$15.00	\$15.42	\$16.32	\$18.37	\$18.70	\$18.85	\$19.92	\$20.07
Nutrition Services Assistant	\$15.00	\$15.42	\$16.32	\$18.37	\$18.70	\$18.85	\$19.92	\$20.07
Laundry Worker	\$15.00	\$15.42	\$16.32	\$18.37	\$18.70	\$18.85	\$19.92	\$20.07
Cook	\$15.50	\$15.96	\$16.85	\$18.86	\$19.20	\$19.35	\$20.43	\$20.58
Nursing Assistant	\$16.24	\$17.29	\$18.30	\$19.60	\$19.91	\$20.06	\$21.22	\$21.37
Surgical Aide	\$16.24	\$17.29	\$18.30	\$19.60	\$19.91	\$20.06	\$21.22	\$21.37
Rehabilitation Services Aide	\$16.30	\$17.37	\$18.39	\$19.67	\$19.97	\$20.12	\$21.28	\$21.43
Sterile Processing Technician	\$16.57	\$17.64	\$19.63	\$21.65	\$23.58	\$23.73	\$24.95	\$25.10

**ESSENTIA HEALTH**

**UNION**

Signature   
 Name Alison Hoffman  
 Title Senior Labor Relations Specialist  
 Date 10/19/2023

Signature   
 Name Stacy Spexet  
 Title Union Representative  
 Date 27 Oct 23

Signature   
 Name Amy Holodnick  
 Title Senior Labor Relations Specialist  
 Date 10/19/2023

Signature \_\_\_\_\_  
 Name \_\_\_\_\_  
 Title \_\_\_\_\_  
 Date \_\_\_\_\_