

LETTER OF UNDERSTANDING

Filling Open Shift

Grand Itasca Clinic & Hospital ("Employer") and UFCW, Local 1189 ("Union") recognize the need to develop a process on how and when to replace open LPN/CMA shifts that occur after the live schedule is posted.

When a shift vacancy is present, and the live schedule is posted:

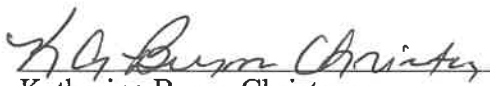
1. The employer will determine necessity to fill the LPN/CMA shift vacancy. *Note: This agreement is not a guarantee that all open shifts will be filled.*
2. If the Employer determines the need to fill the LPN/CMA shift vacancy, then:
 - a. The employer will reassign a float LPN/CMA or LPN/CMA that is not assigned to a provider for that shift to fill the vacancy, or
 - b. The Employer will send an electronic message to staff seeking LPN/CMA volunteers to fill the shift if there are no scheduled LPN/CMA staff to reassign.
 - i. Qualified volunteers will be awarded the shift, by seniority, as follows when responding "yes" to electronic message:
 1. Flex employees to their max flex FTE
 2. All regular employees (flex and fixed) with non-premium pay
 3. Casual employees
 4. All regular employees (flex and fixed) with premium pay.
 - c. If the vacancy is not picked-up/volunteered by an LPN/CMA, then the Employer shall reassign qualified staff within the house to perform the duties, who may be outside the UFCW bargaining group.


The provisions of this LOU do not modify the parties Labor Agreement, but instead are in addition to the existing provisions. All other provisions of the collective bargaining agreement continue to apply.

Note: Mandating only occurs prior to the schedule being posted, unless otherwise mutually agreed upon between the Employer and the Union.

GRAND ITASCA CLINIC & HOSPITAL

UFCW, Local 1189


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11/12/23
Date

11-13-23
Date