



Essentia Health

Here with you

**LETTER OF AGREEMENT
BETWEEN
ESSENTIA HEALTH-MOOSE LAKE
AND
UNITED FOOD AND COMMERCIAL WORKERS LOCAL #1189**


Subject Matter: First time negotiations for Home Health Aides and Homemakers

The Home Health Aides and Homemakers are now members of the UFCW Local #1189 and the following is a tentative agreement for the group to be incorporated to the already existing Moose Lake UFCW #1189 collective bargaining agreement.

1. Article 1.1 Bargaining unit definition will be updated to include the Home Health Aide and Homemaker.
2. Article 7 – Scheduling and Overtime. Home Health Aides and Homemakers will continue to be paid overtime at one and one-half (1 ½) times the employee’s regular rate of pay for all hours worked in excess of forty (40) hours in the workweek while the parties establish a work committee to discuss the building of staff schedules. After a trial run of the building schedules over the course of several months (approximately by July 2024), the parties may revisit the topic of overtime calculations to determine if additional consideration is necessary.
3. The parties agree that any Home Health Aides and Homemakers .60 or greater will receive a one-time bonus of \$380, and anyone below .60 will receive a \$100 one-time bonus. The bonus will be issued the first full pay-period of April 2024.
4. The employees will continue to receive travel and mileage reimbursement as stipulated in the Travel and Expenses Reimbursement Policy, Policy #EHADM2012.
5. Travel Insurance: The Employer will provide the employees with the same liability insurance coverage it obtains for other employees.
6. The parties agree that issues may arise that were not addressed during the negotiation process. The parties agree that should these issues arise, the parties shall make a good faith effort to negotiate a solution to any problem that arises. The process shall expire on October 1, 2024.

This LOU will expire on October 1, 2024, when the parties enter into full collective bargaining with the UFCW #1189 and Essentia Health Moose Lake, that now incorporates Home Health Aides and Homemakers.

This LOU is dated the 11th day of Jan, 2024 by the parties:




Jason Baasten, Senior Labor Relations



Stacy Spexet, UFCW Union Representative

Essentia Health



Amy Holdnick, Senior Labor Relations