

**LETTER OF UNDERSTANDING**

**By and Between**

**UFCW Local #1189**

**&**

**St. Mary's Medical Center, St. Mary's Hospital Superior, and SMDC Medical Center**

**Subject Matter: Article 5 - Holiday's  
Article 15 – Wages, 15.5 Weekend Bonus**

The parties agree to the following additions/changes to the CBA.

Under Article 5 Holidays, add 5.3 which outlines the Easter holiday as follows:

5.3 The Easter Holiday will be observed on Easter Sunday.

Under Article 15 Wages, subsection 15.5 Weekend Bonus the current contract language reads as follows:

15.5 Weekend Bonus. Full-time pharmacists and part-time pharmacists (.6 or greater) who work more weekend shifts than those for which they are regularly scheduled shall be paid an additional one hundred dollars (\$100.00) for each extra, full weekend shift worked, prorated for shifts of less than eight (8) hours. The provisions of this Section 5 shall apply to all extra full eight (8) hour-shifts worked between 7:00 a.m. Saturday to 7:00 a.m. Monday. The weekend bonus shall not be paid if additional shifts are worked as a result of pharmacists voluntarily exchanging hours. The bonus shall not be subject to overtime rates or provisions of the contract.

The parties agree to revise the weekend bonus language to read as follows:

15.5 Weekend Bonus. Full-time pharmacists and part-time pharmacists (.6 or greater) who work more weekend shifts than those for which they are regularly scheduled shall be paid an additional \$12.50 per hour on those additional shifts which have been picked up between 00:00 a.m. Saturday to 7:00 a.m. Monday. The weekend bonus shall not be paid if additional shifts are worked as a result of pharmacists voluntarily exchanging hours. The bonus shall not be subject to overtime rates or provisions of the contract.

In addition to the weekend bonus language change the employer agrees to review weekend pay for all employees and apply the updated language and apply any additional weekend bonus monies backdated to May 1, 2023.

*Amy Holodnick*

4/18/2024

Essentia Health

Date

*[Signature]* 4 April 24

UFCW

Date