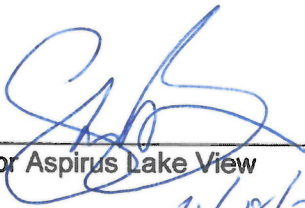


LETTER OF UNDERSTANDING  
BETWEEN  
ASPIRUS LAKE VIEW HOSPITAL  
AND  
UFCW LOCAL 1189  
Lake View Clinic Contract

**Subject: Health Insurance Plans**

During the course of the 2022-2025 Collective Bargaining Agreement, the parties met to discuss Article 18 of the Collective Bargaining Agreement. The parties agree that effective January 1, 2025, the medical (Advantage Plan only) & dental insurance plans offered by the Hospital, the Hospital contribution and eligibility for such coverage will be the same as the majority of non-contract employees. In the event that health and dental insurance premiums, benefit coverage, HSA contributions, available plans or deductibles change for the majority of all eligible non-contract employees, the UFCW Clinic bargaining unit members will also be adjusted accordingly.



For Aspirus Lake View

Date: \_\_\_\_\_

11/18/24



For the Union

Date: \_\_\_\_\_

18 NOV 24