

Letter of Understanding

Between

SMDC Medical Center, d/b/a Essentia Health Lakewalk Clinic, Essentia Health Proctor Clinic, Essentia Health Two Harbors Pharmacy and Essentia Health Silver Bay Pharmacy (“Employer”)

AND

United Food and Commercial Workers (UFCW), Local 1189 (“Union”)

Subject Matter: Mentorship Stipend

Eligible: Employees who serve as mentors to Clinical Assistant Apprentices

Details: Employees that serve as mentors to Clinical Assistant Apprentices through the one-year program are eligible for a stipend. A \$2500 stipend will be paid to mentors who complete at least 80% of the apprentice’s competency sign-off over the course of the 12-month apprenticeship program.

Eligible mentor stipends are payable within 2 pay periods following completion of the educational requirement and the final competency sign-off.

Mentors will be selected by leaders based on qualifications for training.

For the Employer:

 2/19/2024

Amy Holodnick Date
Sr. Labor Relations Specialist

For the Union:

 19 Feb 25

Stacy Spexet Date
Union Representative