

**Letter of Understanding
Between**

SMDC Medical Center, Essentia Health Pharmacists ("Employer")

AND

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

Subject Matter: **Unpaid FMLA credit to Seniority**

Eligible: **Pharmacists currently covered under the UFCW Pharmacy collective bargaining agreement.**

Details: **Employee Medical Leave(s) of Absence (Excluding Worker's Compensation) and Family Medical Leave of Absence Seniority credit.**

Seniority shall continue to accrue at the Pharmacist's authorized FTE for the duration of their LOA, up to a maximum of ninety (90) days paid and unpaid, for both personal and family medical leaves of absence.

Upon return from the designated leave of absence (LOA) the employee will submit a Workday request to payroll requesting a look back at the employee's coded LOA and give the employee seniority credit for any paid and unpaid LOA time off, up to ninety (90) days.

If employees believe their LOA credit towards seniority is inaccurate, they have 30 days from the receipt of the following monthly seniority report to dispute the seniority credit.

This LOU will expire on December 31, 2025, unless extended by mutual agreement.

Essentia Health:

Amy Holodnick, Senior Labor Relations Specialist
Essentia Health Labor Relations

Date: 2/19/2025



UFCW:

Stacy Spexet, Union Representative

UFCW, Local 1189

Date: 19 Feb 25


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