


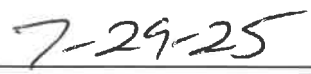


Duluth Health Services dba  
Viewcrest Health Center And  
United Food and Commercial Workers Union – Local 1189  
Letter of Understanding – 10/01/2018

The Employer and the Union are parties to a written collective bargaining agreement in effect from:

October 1, 2018 to September 30, 2021, ("CBA"). The parties recently agreed to changes in Article 14.04 and arrived at an agreement to "Grandfather" the employees below, to utilize Voluntary Benefits who work fifty-six (56) hours per pay period.

1. Weston Lockman Date of Hire: 4/2/90
2. Michelle Sippo Date of Hire: 9/3/11

This Letter of Understanding shall be considered part of the CBA as though fully set forth in the CBA with an effective date 10/01/18 through 9/30/21.

	
Employer	Date
	
Union	Date

**Duluth Health Services dba  
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Letter of Understanding**





During the negotiations for the 2024-2027 Collective Bargaining Agreement the parties agreed to grandfather in employees hired at Viewcrest Health Center prior to July 1, 2025 into the PLT accrual rates below:

**Accrual of PLT**

		<u>Part-time</u>	<u>Full-time</u>
Year	1	3	3.3
Year	2	4	5
Year	3	4.3	5.3
Year	4	4.6	5.5
Year	5	5.9	7
Year	6	5.9	7
Year	7	5.9	7
Year	8	5.9	7
Year	9	5.9	7
Year	10	5.9	8
Year	11	6.9	8
Year	12	6.9	8
Year	13	6.9	8
Year	14	6.9	8
Year	15	6.9	8

The above rates are hours of paid leave time accrued per every 50 hours paid. PLT may be accumulated up to 380 hours. Any PLT in excess of 380 will be forfeited. A former Employee whose employment is terminated and is subsequently re-employed by the Employer, assumes the same status as a new Employee in regard to PLT allowance.

All other Sections of Article 9 PLT will be followed by the grandfathered group.

	
Employer	Date
	
Union	Date