
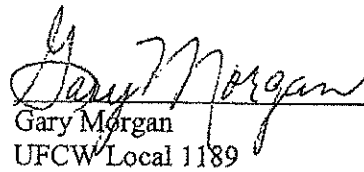


LETTER OF UNDERSTANDING
BETWEEN
ESSENTIA HEALTH-NORTHERN PINES MEDICAL CENTER
AND
UNITED FOOD AND COMMERCIAL WORKERS UNION LOCAL 1189

The Employer and Union recognize that Kim Mayer is completing additional "Charge" duties. Essentia Health and UFCW have agreed to the following regarding this topic:

- Kim will continue to complete additional "Charge" duties as assigned by her supervisor (there will be a job description assigned to Kim titled TCHL-Radiologic-Charge).
- Kim will receive an additional two dollars per hour (\$2.00) for these duties.
- This agreement is entered into on a non-precedent setting basis.
- This agreement will be retroactive to April 4, 2017.


Date 8/23/17
Willie Paul
Employee and Labor Relations Specialist
Essentia Health


Date 8-22-2017
Gary Morgan
UFCW Local 1189