


**Letter of Agreement**  
**between**  
**Essentia Health Northern Pines Medical Center**  
**and**  
**United Food and Commercial Workers Union Local 1189**


During the course of the 2016 contract negotiations, the parties agree that Mary Westlund, in the pay classification as Patient Service Assistant , shall continue on the pay schedule below through the term of this agreement, September 30, 2019

Hours	Patient Service Assistant	10/1/2016 2.5%	10/1/2017 1.5%	10/1/2018
52,000		\$19.02	\$19.31	Wage re-opener

12/15/2016  
Date

  
 Willie Paul  
 Employee and Labor Relations  
 Essentia Health

12-5-2016  
Date

  
 Gary Morgan  
 Union Representative