

**Amended Letter of Understanding
Between
Essentia Health
AND
UFCW Service Workers**

Subject Matter: Temporary Shift bonus – Nursing Assistants

Essentia Health and the UFCW Service Workers agree to the following to address the temporary Nursing Assistant shortages at Essentia Health – Duluth.

Retroactively beginning March 28, 2022, through June 20, 2022, Nursing Assistants who sign up to work extra full (4, 8, or 12 hour) shift are eligible for Extra Shift Bonuses. A five dollar (\$5.00) per hour shift bonus will be awarded if the employee signs up for the shift on the advance schedule or through the staffing office. Any FTE status or casual (who has met the minimum casual requirements) Nursing Assistant that signs up for an extra shift during this period are eligible for the shift bonus.

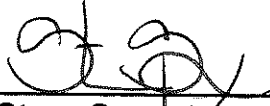
Employees who switch shifts on the posted schedule or call off for a shift and pick up another shift within the same pay period, are not eligible for a bonus to be paid. Schedule adherence is expected and deviations from the schedule are discouraged and must be agreed upon in advance between the Employee and the Employer.

This agreement is entered into on a non-precedent setting basis.



Sarah Aili
Essentia Health

4/13/2022
Date



Stacy Spexet
UFCW Miller Dwan

14 April 22
Date