

**Letter of Understanding
between
Essentia Health – Miller-Dwan and St. Mary’s Medical Center
and
United Food and Commercial Workers Union Local 1189**

Effective July 1, 2018, bargaining unit members in the job classification of Nurse Aide – RRCD Professional & Support or CSP Assistant will move from Grade 3 pay scale to Grade 3.5. All new hires and transfers will be placed on Grade 3.5 upon hire. While not customary to adjust wage levels mid-contract, we think it appropriate to move these positions to Grade 3.5.

The list below details the current employees, their current wages and their new wage as a result of this change:

Worker	Current Wage (Grade 3.0)	New Wage (Grade 3.5)
Tracey Hathaway	18.73	18.86
Ryan Wegner	18.23	18.36
Lynne Gunnon	18.23	18.36
Angela Karvonen	17.90	18.03
Samuel Hise	12.39	13.24
Lou Fox	18.73	18.86
Mary Van Dell	18.73	18.86
Jeff Fox	18.73	18.86
Michael Burbul	18.23	18.36
Sherry Lindbeck	18.23	18.36
Brian Maki	18.23	18.36
Jill Frey	18.23	18.36
Cindy McCullough	18.73	18.86

Sara Dorfman 10/24/18
Sara Dorfman Date
Director, Employee and Labor Relations
Essentia Health

Tom Cvar 10/22/18
Tom Cvar Date
Regional Representative
UFCW Local 1189