


LETTER OF UNDERSTANDING
BETWEEN
UFCW Local 1189
AND
ESSENTIA HEALTH-Lakewalk Clinic

Essentia Health ("Employer") and UFCW Local 1189 ("Union") agree that the market for Clinical Assistants has increased significantly and that there is a need to increase the hourly wage rate for the position of Clinical Assistant over and above the negotiated wage scales by implementing a "market differential" as outlined below.


- The differential will be given to all in the job title and new hires within that same job title.
- The differential will be a flat rate paid on hours worked.
- The differential will not be part of base salary.
- Annual increases are calculated on base salary only.
- The Employer maintains the right to eliminate or reduce this market differential at any time for both incumbents and new hires.
- Once implemented, the market differential will remain in place for a minimum of 1 year before it can be reduced or eliminated.
- Per the FLSA, this market differential will be included when determining the regular rate of pay for the calculation of overtime.

To address this need, the Employer agrees to pay each Clinical Assistant a "Market Differential" of \$2.00 per hour beginning December 1, 2016 with the initial payment made on the December 30th paycheck.

On behalf of the Employer:

 12-20-16
Labor Specialist Date

On behalf of the Union:

 12-20-16
Labor Representative Date