

LETTER OF UNDERSTANDING BETWEEN ESSENTIA HEALTH AND UFCW SERVICE WORKERS
CONCERNING A TEMPORARY SHIFT BONUS

JANUARY 21, 2019-FEBRUARY 17, 2019

Temporary Shift Bonus

Essentia Health (SMMC and EH Duluth-Miller) and the UFCW Service Workers agree to the following to address high patient census and staffing needs.

Beginning January 21, 2019 through February 17, 2019 a shift bonus of \$5 per hour will be awarded to a Certified Nursing Assistant (CNA) who signs up to work extra shifts at straight time. Any FTE status CNA that signs up for extra shifts at straight time during this period is eligible for the shift bonus.

The Nurse Manger will post weekly help needs for those shifts that are available. Shifts will be awarded by the usual process of straight time with the appropriate skill need, per Article 10 of the Collective Bargaining Agreement.

A CNA shall be eligible for the bonus if any of the following apply:

- Sign up in staffing and awarded for an open shift at straight time
- Called by staffing office and awarded an open shift at straight time
- Extra shift help needs that are posted on the unit and awarded an extra shift at straight time
- Extra weekend shifts that are not overtime and are awarded to a CNA as an extra shift at straight time
- Signing up and being awarded an extra shift at straight time

A CNA is not eligible for the bonus if any of the following apply:

- Trades
- Overtime or pre-approved overtime
- Casual employees

Essentia Health

Sarah Aili

1/24/19

Date

UFCW Service Workers

Stacy Spexet

Date

24 Jan 19