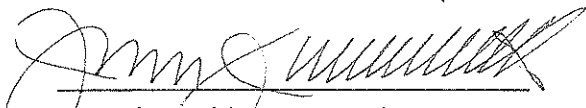


Tentative Agreement between Essentia Health and UFCW 1189

Employees enrolled in the UFCW health insurance plans as of December 2, 2019 and who enroll in the Essentia Health non-contract plans offered for the 2020 plan year shall receive a one-time four hundred-dollar (\$400.00) gross cash payment. This payment will be made on the January 10, 2020 payroll. Employees may elect according to plan requirements to contribute all or part of the four hundred-dollar (\$400) to their 401K account.

**Article 20
Wage Rates**

20.1 Wages: 2% ATB increase on 4/1/2020.


Essentia Health 4/18/19 Date


UFCW 1189 10/10/19 Date