

MEMORANDUM OF UNDERSTANDING

RE: Mandating

Updated November 2016

Grand Itasca Clinic and Hospital ("Employer") and UFCW Local 1189 ("Association") agree to the following process for mandating employees:

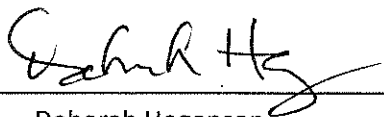
1. First, if a vacancy cannot be filled with a volunteer, mandating will begin with the least senior qualified unscheduled casual staff who has not met monthly casual shift requirements, rotating first through casual staff whom have not met monthly casual shift requirements and then moving on to the least senior qualified employee whom could fill the full shift without incurring overtime.
2. Second, mandate the least senior qualified unscheduled staff that would incur overtime.
3. Third, move to the next round of mandating with the least senior qualified unscheduled casual staff, rotating through the casuals first and then moving on to the least senior qualified employee whom could fill the full shift without incurring overtime.

Guiding principles:

1. Grand Itasca will maintain, regularly update and post a mandating list for staff to review.
2. Provider shifts will be filled as a whole shift.
3. Float needs may be divided and mandated among available employees, per Grand Itasca discretion.
4. Every effort will be made to schedule employees for one mandated shift before an employee is scheduled two or more.

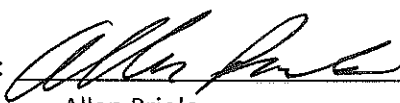
Dated this 12th day of JAN, 2016 ⁷

Grand Itasca Clinic & Hospital
A Minnesota Non-Profit Corporation

By: 
Deborah Hogenson,
Director of Human Resources

Dated this 12th day of JAN, 2016 ⁷

UFCW, Local 1189

By: 
Allen Priolo
Staff Representative