



Part of Fairview
Health Services



LETTER OF UNDERSTANDING

Shift Differential

Notwithstanding any provision or clause in the parties' collective bargaining agreement that might possibly be read otherwise, Grand Itasca Clinic and Hospital and UFCW Local 1189 agree that effective September 6, 2016 a \$1.10 per hour wage differential, in addition to an employee's regular rate of pay, shall be paid for all hours worked, provided at least fifty percent (50 %) of the hours worked fall between 3:00 p.m. and 7:00 a.m. the following day.

Dated this 4th day of JAN, 2018

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Grand Itasca Clinic & Hospital
A Minnesota Non-Profit Corporation

UFCW, Local 1189

By: [Signature]
Deborah Hogenson
Director of Human Resources

By: [Signature]
Allen Priolo
Staff Representative