

**Letter of Understanding
Between
Essentia Health
AND
UFCW Service Workers**

Subject Matter: Nursing Assistant Extra Shift Sign-Up bonus

Essentia Health and UFCW Service Workers agree to the following terms to address the temporary shortage of Nursing Assistants at Essentia Health Duluth (Miller Dwan).

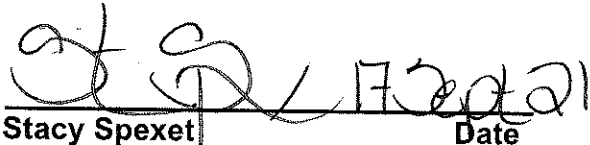
Beginning September 10, 2021 at 3:00pm through January 3, 2022 at 7:00am, Nursing Assistants who sign up to work extra full (4,8, or 12 hour) shift are eligible for Extra Shift Bonuses. A five dollar (\$5.00) per hour shift bonus will be awarded if the employee signs up for the shift on the advance schedule or through the staffing office. Any FTE status Nursing Assistant that signs up for an extra shift during this period is eligible for the shift bonus. Casual employees are not eligible for the pickup shift bonus.

Employees who switch shifts on the posted schedule or call off for a shift and pick up another shift within the same pay period, are not eligible for a bonus to be paid. Schedule adherence is expected and deviations from the schedule are discouraged and must be agreed upon in advance between the Employee and the Employer.



**Sarah Aili
Essentia Health**

**9/17/2021
Date**



**Stacy Spexet
UFCW Service Workers**

Date