

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

Subject Matter: Supply Chain Clerk Temporary Shift bonus

Essentia Health and the UFCW Service Workers agree to the following to address the temporary shortage of Supply Chain Clerks Essentia Health Duluth.

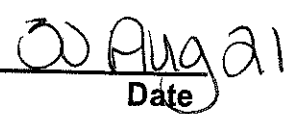

Beginning August 25, 2021 through November 6, 2021, a shift bonus of three dollars (\$3.00) per hour will be awarded to Supply Chain Clerks who sign up to work extra shifts 48 hours or less before the start of the shift. After the schedule is posted the employer will pay five dollars (\$5.00) per hour extra shift bonus for each shift picked up more than 48 hours before the start of the shift. Any FTE status Supply Chain Clerk that signs up for an extra shift during this period are 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

8/30/2021
Date



Stacy Spexet
UFCW Service Workers