

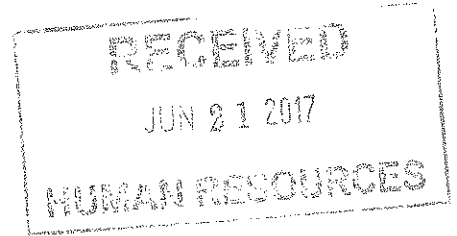
LETTER OF UNDERSTANDING

by and between

Lake View Clinic

and

UFCW LOCAL 1189



Lake View Clinic Management has determined that a market differential for Clinical Assistants is appropriate at this time. This letter is to articulate our mutual agreement regarding the \$1.00 market differential that will be put in place for the Clinical Assistant position at Lake View Clinic. This wage differential allows Lake View to remain competitive within the labor market. The market differential applies to all paid hours beginning May 1, 2017 and will continue unless management determines that labor market conditions have changed.

Market Differential Specifics:

- The \$1.00 market differential will be paid to all in the Clinical Assistant job title and new hires within that same job title.
- The \$1.00 market differential will be a flat rate paid on all hours paid.
- The \$1.00 market differential will not be part of base salary.
- Annual increases are calculated on base salary only.
- Management maintains the right to eliminate or reduce this market differential at any time for both incumbents and new hires.
- Per the FLSA, this market differential will be included when determining the regular rate of pay for the calculation of overtime.

FOR THE UNION:

FOR ST. LUKE'S:

Aller Puro
Name

John Bunn
Name

Union Representative
Title

HR REPRESENTATIVE
Title

5-19-2017
Date

6/21/17
Date