

Letter of Agreement
Between
Northern Pines Medical Center and
UFCW Local 1189 (Business office and Ward Clerk Staff)

Subject matter: 2018 Wage Reopener (Business office and Ward Clerk Staff)

Employees will receive a two percent (2.0%) across the board wage increase, effective October 1, 2018.



Willie Paul
Essentia Health

9/26/2018
Date



Gary Morgan
UFCW

9/26/2018
Date

UFCW Northern Pines Clerical (WCCLK)

APPENDIX A – Wages

October 1, 2015 to
September 30, 2016

Hours	Ward Clerk	PSA
Start	\$12.85	\$13.72
2,080	\$13.10	\$13.99
4,160	\$13.37	\$14.27
6,240	\$13.62	\$14.55
8,320	\$13.90	\$14.85
10,400	\$14.18	\$15.15
20,800	\$14.46	\$15.46
24,960	\$14.76	\$15.76
31,200	\$15.05	\$16.08
35,360	\$15.34	\$16.39
41,600	\$15.66	\$16.72
45,760	\$15.97	\$17.06
52,000	\$16.29	\$17.39

2.5% ATB (YR1)

October 1, 2016 to
September 30, 2017

Hours	HUC	PSA
Start	\$13.17	\$14.06
2,080	\$13.43	\$14.34
4,160	\$13.70	\$14.63
6,240	\$13.96	\$14.91
8,320	\$14.25	\$15.22
10,400	\$14.53	\$15.53
20,800	\$14.82	\$15.85
24,960	\$15.13	\$16.15
31,200	\$15.43	\$16.48
35,360	\$15.72	\$16.80
41,600	\$16.05	\$17.14
45,760	\$16.37	\$17.49
52,000	\$16.70	\$17.82

Hours
Start
2,080
4,160
6,240
8,320
10,400
20,800
24,960
31,200
35,360
41,600
45,760
52,000

1.5% ATB (YR2)
October 1, 2017 to
September 30, 2018

HUC	PSA
\$13.37	\$14.27
\$13.63	\$14.56
\$13.91	\$14.85
\$14.17	\$15.13
\$14.46	\$15.45
\$14.75	\$15.76
\$15.04	\$16.09
\$15.36	\$16.39
\$15.66	\$16.73
\$15.96	\$17.05
\$16.29	\$17.40
\$16.62	\$17.75
\$16.95	\$18.09

2% ATB (YR3)
October 1, 2018 to
September 30, 2019

Hours	HUC	PSA
Start	\$13.64	\$14.56
2,080	\$13.90	\$14.85
4,160	\$14.19	\$15.15
6,240	\$14.45	\$15.43
8,320	\$14.75	\$15.76
10,400	\$15.05	\$16.08
20,800	\$15.34	\$16.41
24,960	\$15.67	\$16.72
31,200	\$15.97	\$17.06
35,360	\$16.28	\$17.39
41,600	\$16.62	\$17.75
45,760	\$16.95	\$18.11
52,000	\$17.29	\$18.45