


**Letter of Understanding  
Between  
Essentia Health  
AND  
United Food and Commercial Workers – Superior Health  
Local #1189**

**Subject Matter:** Pharmacy Technician - Ambulatory Extra Shift bonus


Essentia Health and the United Food and Commercial Workers (UFCW) agree to the following terms to address the temporary shortage of Pharmacy Technicians - Ambulatory at Essentia Health.

Beginning July 20, 2021 through August 31, 2021, Pharmacy Technicians - Ambulatory who sign up to work extra shifts are eligible for Extra Shift Bonuses. After the schedule is posted, a five dollar (\$5.00) per hour shift bonus will be awarded for each shift picked up. In accordance with the above guidelines, employees are eligible for the bonus if a minimum of two (2) or more hours are picked up before or after their shift. Any FTE status Pharmacy Technicians - Ambulatory 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 picks 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.

  
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**Sarah Aili**  
**Essentia Health**

8/2/2021  
Date

  
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**Stacy Spexet**  
**UFCW**

2 Aug 21  
Date