

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

Subject Matter: Temporary Shift bonus

Essentia Health and the UFCW Service Workers agree to the following to address the temporary shortages at Essentia Health – Duluth.

Beginning January 10, 2022 through April 1, 2022, a shift bonus of five dollars (\$5.00) per hour will be awarded to employees who sign up to work extra shifts. Any FTE status employee 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.

The shift bonuses shall apply to Nutrition Services Assistant (I), Patient Sitter, Nutrition Services Assistant (II), Supply Chain Clerk, Nutrition Services Clerk, Environmental Services Technician, Nursing Assistant, Operating Room Assistant, Rehab Services Aide, Sterile Processing Technician I, Patient Transport, Sterile Processing Technicians II, Pre-Procedure Assessment Aide, and Sous Chef.

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.

This agreement is entered into on a non-precedent setting basis.



Sarah Aili
Essentia Health

1/12/2022
Date



Stacy Spexet
UFCW Miller Dwan

1/12/2022
Date