



Essentia Health

Here with you

August 11, 2021

Stacy Spexet
Union Representative
UFCW 1189
2002 London Rd, Suite 211
Duluth, MN 55812

Dear Stacy:

I am writing to inform you of our decision to initiate a \$.75 per hour market differential for the Clinical Assistants, effective June 9, 2021. We have decided it is necessary in order for us to remain competitive in the recruitment and retention of these positions. The market differential will be implemented in accordance with Article 14.5, *Wages*, of the Collective Bargaining Agreement covering the United Food and Commercial Workers Local #1189 - Superior Health Unit.

Please let me know if you have any questions regarding this matter.

Sincerely,

Sarah Aili
Employee and Labor Relations Specialist