

LETTER OF UNDERSTANDING

By and Between

United Food and Commercial Workers Union, Local #1189

and

Mayo Clinic Ambulance

Re: Equity Pay Adjustment

In recognition of the Employer's desire to create and solidify opportunities for employees which will benefit both parties, the parties agree to the following provisions pertaining a one-time equity pay adjustment to the pay scales currently listed in Article 18.1 of the Collective Bargaining Agreement with an expiration date of February 28, 2023:

- The pay for the EMT steps will each be increased by 9%
- The pay for the Paramedic steps will each be increased by 6%

Increases to these pay scales will be effective with hours worked as of start of shift, on or after July 6, 2022.

As a result of this equity pay adjustment, the grievance and pending arbitration related to pay increases to the union membership, filed by UFCW on March 22, 2022, and scheduled for hearing by an Arbitrator on July 26, 2022, will be withdrawn.

Dated this _____ day of ^{7/1/2022} _____, 2022

DocuSigned by:

Thomas Fennell

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Tom Fennell, Regulatory Officer
Mayo Clinic Ambulance

DocuSigned by:

Adam Evenstad

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Adam Evenstad, Union Representative
UFCW Local #1189