

**LETTER OF UNDERSTANDING
BETWEEN ESSENTIA HEALTH AND
UNITED FOOD & COMMERCIAL WORKERS
NORTHERN PINES HOSPITAL UFCW Tech (NPTECH)**

RE: Temporary Shift Incentive for Technical Laboratory Roles

Essentia Health (“Employer”) and the Northern Pines Hospital UFCW Tech (NPTECH) (“Union”) agree to a temporary shift incentive under the following terms to address the current shortage of technical laboratory staff:

Locations Affected: System-wide (All Locations)

Positions Affected: Phlebotomist
Laboratory Processing Technician
Medical Laboratory Technician
Medical Technologist

Effective Period: This temporary shift incentive is in effect beginning 3/14/2022 and will expire on 6/20/2022 and may be extended with written electronic notice to the Union.

Description: INC15: Eligible* employees will receive a fifteen dollar (\$15.00) per hour incentive for all hours worked in an unscheduled short notice open shift in any of the positions listed above

INC25: Eligible* employees will receive a twenty-five dollar (\$25.00) per hour incentive for all hours worked in an unscheduled short notice open shift that would have otherwise resulted in a closed service (as determined by a lab operations director).

*Eligibility rules for this temporary incentive are as follows:

- This incentive will only apply to unscheduled short notice shifts, defined as any shifts that become open after the schedule has been posted, creating a gap in core staffing that would impact service if left unfilled.
- This incentive will only apply to hours worked above an employee’s scheduled FTE
- Employees are eligible for this incentive if a minimum of two (2) or more hours are picked up before or after their shift
- Casual employees are eligible for this incentive if they have met their minimum work requirement
- Employees are ineligible for this incentive if they are on-call, if they have unscheduled PTO during the same week as the extra shift, or if they are working a different shift through mutual agreement with a colleague or supervisor.

ESSENTIA HEALTH



Signature _____
Name Jason M. Baasten
Title Sr. Employee & Labor Relations
Date April 5, 2022

**Northern Pines Hospital UFCW
Tech (NPTECH)**



Signature _____
Name Adam J. Everstad
Title Union Representative
Date 5/10/22