LETTER OF AGREEMENT
BETWEEN
Saint Joseph Medical Center
AND
SEIU Healthcare Minnesota

Subject Matter: Special Administrative Leave

Due to the postponement of and/or change in the delivery of patient services related to the Coronavirus pandemic, Essentia Health is experiencing significant reduction in patient volumes. This change in volumes has impacted the staffing needs of many departments. As a temporary measure and as a means to allow the Employer to further evaluate the ongoing staffing needs of impacted departments, the parties agree that the Employer may assign impacted employees in the above-named bargaining unit to a COVID-19 Special Administrative Leave (SAL), rather than assigning A.W.O.P or layoff. COVID-19 SAL is defined as a temporary leave of absence, for the period of April 20, 2020 or after through June 30, 2020.

The process for assigning the COVID-19 SAL will follow the seniority provisions found in the collective bargaining agreement (CBA), whereby the least senior employees in the effected job classifications within an impacted department or work unit will be assigned the COVID-19 SAL. There may be exceptions to this process related to the retention of employees who have specific duties and skill sets determined necessary by the Employer. The Employer will first seek volunteers starting with the most senior employee in the applicable department(s) for COVID-19 SAL before assigning it to the least senior employee in the applicable department(s).

Effected employees will retain their seniority. Active rates for Health, Dental, Basic Life, Voluntary Life, Long-Term, and Short-Term Disability insurances will remain intact. Employees will continue to be responsible for the employee share of any premium cost. Employees may use PTO, Vacation or take the leave unpaid.

Employees may be called back to work and will be available to return within 24 hours of the recall. Exceptions to this recall timeframe may be allowed by the Employer. Departments that have more than one employee out on SAL will begin the recall starting with the most senior employee.

The COVID-19 SAL does not count toward any existing A.W.O.P. caps that may be found in collective bargaining agreement (CBA).

This LOU expires on June 30, 2020 and may be extended by mutual agreement between the Employer and the Union. The parties agree to meet within the seven (7) days prior to the expiration of the LOU, if the LOU is to be extended.

The Employer will notify the Union when additional employees who are members of the above referenced bargaining unit are selected to be placed on a COVID-19 SAL.
The parties enter into this agreement on a non-precedent setting basis.

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