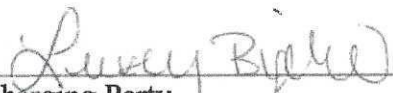


Non-Board Settlement Agreement

This is a non-Board settlement agreement between Charging Party Maine Service Employees Association, SEIU Local 1989 ("Union") and Respondent MaineHealth d/b/a Maine Medical Center ("MaineHealth"), settling the allegations in NLRB Case No. 01-CA-337465 (the "charge"), as follows:


1. MaineHealth will pay 2024 merit increases to the bargaining unit members under the existing merit increase program, in the amounts corresponding to their respective evaluation rankings, retroactively to January 7 (the date other employees received their 2024 merit increases).
2. If no collective bargaining agreement has been reached and MaineHealth institutes a system-wide merit increase in 2025, then bargaining unit members will be eligible on the same terms as non-bargaining unit employees, unless or until otherwise negotiated with the Union.
3. This agreement does not in any way limit the parties' respective compensation proposals or positions in the ongoing first contract bargaining.
4. The retroactive payment of 2024 merit increases dating to January 7 will be accomplished through payroll in a pay period in the near future, to be determined.
5. The Union will request withdrawal of the charge on the basis of a non-Board settlement.

Signed:



Charging Party
(Maine Service Employees Association, SEIU Local 1989)

9/12/2024
Date



Respondent
(MaineHealth d/b/a Maine Medical Center)

9/13/24
Date