

**Hastings Health Care Center and UFCW
Letter of Understanding 12-2023
Earned Sick and Safe Time for 1-1-2024**

Paid Time Off (PTO)

10.7 ... New full-time and part-time employees will begin to accrue PTO from their date of hire, ~~but will not be eligible to use for the first ninety (90) days.~~ and will be eligible to use time as it is accrued and available.

Employee Sick and Safe Time (Article 12 – Sick Leave)

12.6 On Call employees will earn Employee Sick and Safe time at the rate of one (1) hour for every thirty (30) hours worked, to a maximum of 48 hours of ESST per year. Time off for qualifying reasons (reference handbook and postings) is available for use as ESST is earned. Unused ESST will roll over into following years but will be capped at 80 hours. Additional ESST will not be earned when that cap is reached. ESST carries no cash value during or at the end of employment. ESST will begin accruing from date of hire and may be used as it becomes available. Available on call ESST may be used on the first day of an absence.

12.7 Full and Part time employees will utilize Sick and PTO time for absences qualifying for ESST. These time off benefits exceed the accruals required for ESST.

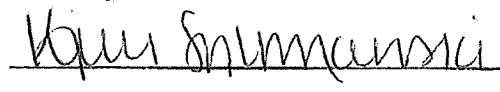
LOU – On-Call-CNA: On-call employees shall be paid at the rate of on-call CNAs' wage scale according to Appendix "A". No other contractual benefits shall apply other than Employees Sick and Safe Time.

Employer will comply with all other requirements of the ESST regulations. Any additional clarifications needed will be discussed between the Employer and Union and the LOU updated as needed until negotiations for the 1-1-2025 contract ratify appropriate language.

 12/7/23

Union signature

Date

 12/13/23

Hastings Health Care Center

Date