

**Letter of Understanding**

**By and Between**

**Sauer Health Care (Employer)**

**And UFCW Local 1189 (Union)**

**4/24/2024**

The purpose of this Letter of Understanding is to formally document the following agreement made by and between the Employer and Union. This agreement modifies the first paragraph of Article 9.2 in the Service and Maintenance agreement only.

Article 9.2 currently states:

Awarding of known and unknown available hours in Nursing and Dietary Departments. If the Employer chooses to fill known and unknown available hours, the Employer shall post a list of known available hours simultaneously with the posting of each new work schedule. Qualified employees who desire to work additional known hours or wish to be called when unknown hours become available, shall sign up on the available hours sheet. The employer will begin awarding known available hours no sooner than seventy-two (72) hours after the known available hours have been made available to employees to review.

**Change effective 4/26/2024:**

**9.2: Awarding of known and unknown available hours in Nursing and Dietary Departments. If the Employer chooses to fill known and unknown available hours, the Employer shall post a list of known available hours simultaneously with the posting of each new work schedule. Qualified employees who desire to work additional known hours will sign up for desired shifts via the electronic scheduling system. The employer will begin awarding known available hours no sooner than seventy-two (72) hours after the known available hours have been made available to employees to review.**

FOR THE EMPLOYER  
SAUER HEALTH CARE

FOR THE UNION  
UNITED FOOD AND COMMERCIAL  
WORKERS LOCAL 1189

Jessi Mulas, RN, LNA  
NAME

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NAME

4/30/2024  
DATE

4-30-2024  
DATE