

Letter of Understanding (LOU)
Between
Forest Health Services (Cornerstone Villa)
and
United Food and Commercial Workers Union Local #1189
Re: Experience Pay & Experience Credit

The parties agree to replace the current article 10.5 in the CBA with the following language:

10.5 Prior Experience Pay:

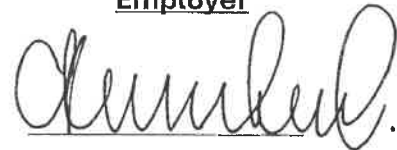
Employees who have prior related experience shall receive credit for such experience. Such related experience shall determine where the employee is slotted into the appropriate wage scale. For the purpose of determining the appropriate wage scale employees shall be granted one-half (1/2) of their relevant experience up to a total of ten (10) years' experience. In order to receive credit for prior experience, employees must furnish the employer with written record of their previous relevant work experience. Once the employer has received the proper documentation to support the years of experience credit, any relevant pay increase shall be granted on the next possible payroll. Prior experience applies only to pay rate and has no effect on seniority or benefit accrual or eligibility.

Union



Adam J. Evenstad
Union President

Employer



Cassidie Kunkel
Building Administrator