

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

The parties agree to amend the current CBA by replacing the current language of section 5.3 with the following language.

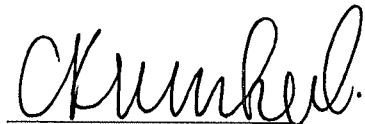
5.3 Any employee who separates employment with the Employer shall be paid in full for any earned or “vested” vacation, regardless of the circumstances of the separation. Earned or “vested” vacation shall be treated as wages earned for the purposes of payout upon employment separation.

Union



Adam J. Evenstad
Union President

Employer



Cassidie Kunkel
Building Administrator