

**LETTER OF UNDERSTANDING BETWEEN INTER-FAITH CARE CENTER AND
UNITED FOOD AND COMMERCIAL WORKERS UNION – LOCAL 1189**

RE: Retention Bonus

Description: Inter-Faith Care Center ("Employer") and the United Food and Commercial Workers L.U. 1189 (Union") agree to the following:

The Employer will pay a \$500 (Five Hundred) dollar retention bonus to employees who have not received a Sign On Bonus and have been employed at the Employer prior to **October 1st 2022**.

Effective Period: This retention bonus will be paid on 11/27/2024, payroll distribution.

For Inter-Faith Care Center:

Paula Rocheleau
CEO

Paula Rocheleau 11/13/2024
Signature/Date

For the Union:

Tuan Vu
Union Representative, Local UFCW 1189

Tuan Vu 11/22/2024
Signature/Date