

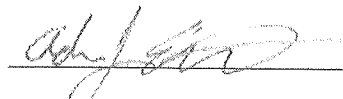
**LETTER
OF
AGREEMENT
BETWEEN
UFCW LOCAL #1189
AND
CORNERSTONE VILLA**

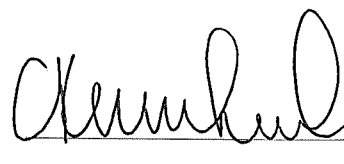
The parties agree to the creation of a, non-bargaining unit, casual position for LPNs, RNs, TMAs and CNAs, who will have the ability to perform bargaining unit work. Casual employees will not be eligible for any benefits under this agreement, other than those granted by statute, and will be eligible for overtime after 40 hours worked in a one-week period.

Casual employees are not regularly scheduled and will not be subject to mandation. Open shifts shall first be offered to bargaining unit members. If no bargaining unit member accepts the open shift, the shift shall be made available to casual employees. If there are no open shifts available, after being offered to bargaining unit members, no casual employees shall be scheduled. A casual employee must maintain a minimum of sixteen (16) hours per month to maintain their employment.

Casual employees are non-bargaining unit members, and as such shall not have access to the grievance process.

This agreement may be terminated by either party with a two (2) week written notice.

 4/28/25
Union Date

 04/28/25
Employer Date