

Letter of Understanding

Subcontracted or Temporary Workers

UFCW & Inter-Faith Care Center

This Letter of Understanding is made and entered into between Inter-Faith Care Center ("Employer") and UFCW Local No. 1189 ("Union"). Employer and Union are parties to a collective bargaining agreement effective January 1, 2023 to December 31, 2025 governing certain employees of Employer.

The parties recognize that the Employer has a need to provide safe, high-quality care to its residents and tenants.

In determining whether work should be accomplished by the bargaining unit, the guiding principle is that work that can be accomplished by the bargaining unit employees will be performed by such employees whenever possible.

In light of the foregoing, and on a non-precedent setting basis, the parties agree as follows:

1. The employer will not subcontract or utilize temporary workers to perform bargaining unit work unless it demonstrates one or more of the following:
 - a. Insufficient bargaining unit staff to meet resident and/or tenant needs;
 - b. An emergency, whether related to staffing or otherwise, at Inter-Faith Care Center, Pineview Apartments, or Carlton Place;
 - c. Mutual agreement of the parties.
2. If there is a need to subcontract or hire temporary workers, the Employer will notify the Union in writing as soon as practicable, and upon request will meet and discuss such subcontracting.
3. Bargaining unit employees will have first access to all extra shifts per the Employer's current staffing procedures and referenced in the current C.B.A., and subcontracted or temporary employees will be utilized to fill the remainder of the open shifts as able.
4. Subcontracted or temporary employees will not be hired for a term of more than 90 consecutive days and will be renewed based on need.

INTER-FAITH CARE CENTER

By TAM Admin

Date 5/2/2025

UNITED FOOD & COMMERCIAL WORKERS
UNION LOCAL NO. 1189

By [Signature]

Date 5-2-2025