

Letter of understanding
Between
Augustana Hastings
And
UFCW LOCAL 1189

RE: Breaks & Meal Periods

11.1 All employees shall be entitled to a fifteen (15) minute **paid** rest period for each four (4) consecutive hours worked. ~~However, two (2) rest periods~~ **A 30-minute unpaid meal break** shall be provided whenever an employee is required to work **six (6)** ~~seven (7)~~ hours in a day. ~~All lunch periods shall be on the employee's own time, and rest periods on the Employer's time.~~ Rest periods **and meal breaks** for the individual employees shall be scheduled by the Employer so as not to interfere with the operation of the Employer's nursing home or health care facility.



Union Representative

3/6/26

Date

Kim Szymanski, NHA 3/5/2026

Employer Representative

Date