Letter of Understanding

Between

Benedictine Living Community - St. Anne of Winona, MN

And

United Food and Commercial Workers Union (UFCW) - Local 1189

Amend Contract Language – CBA 2/1/23 – 1/31/26

- **Article 1. Union Rights, Section 1.5. Probation**

The parties agree to align the Probationary period language in Section 1.5 Probation, to a 60-day probationary period consistent with Section 1.2 Membership or Service Fees, whereas *all new employees shall become and remain members not later than the 60th calendar day following employment.*

Current Language:

Section 1.5. Probation. Newly hired employees shall be considered to be on probation for the first 90 days of employment. The Employer may extend probation an additional 30 days with notice to the Union.

Modified Language:

Section 1.5. Probation. Newly hired employees shall be considered to be on probation for the first 60 days of employment. The Employer may extend probation an additional 60 days with notice to the Union.

Signed:

Employer

UFCW Local 1189

Date:

9/27/2023

10/11/2023