

Letter of Understanding

By and Between

United Food and Commercial Workers Union

Local #1189

and

Augustana Mercy Care Center, L.L.C.

On May 31st, both parties met to discuss ongoing concerns with staffing levels including but not limited to attracting new employees, retention issues, and work life balance. In an effort of good faith, the parties have agreed to the following terms and conditions:

- The parties have agreed to allow a maximum of four (4) non-bargaining unit employees to be regularly scheduled after all other options outlined in the current Collective Bargaining Agreement (CBA) have been exhausted and at a time when shifts still remain unfilled or open.
- The intent of this agreement is not to reduce in any way the ability of a bargaining unit employee to exercise their rights under the current CBA or to permanently replace jobs or shifts with non-bargaining unit employees.
- Should there be a time when it's determined that staffing levels are appropriate, both parties agree to discontinue the use of non-bargaining unit employees at the earliest possible date but not to exceed thirty (30) days.
- Either party may terminate this LOU by providing a 30 day written notice or no later than the end of the current (CBA) and until a time when a new (CBA) has been negotiated and ratified.

UFCW Local 1189

Name Gary Morgan
Title Union Representative
Date 6/12/2018

Augustana Mercy Care Center L.L.C.

Name Tara Peterson
Title Administrator
Date 6/12/18
Tara Peterson