

Augustana Mercy Care Center & Augustana Oakview Care Center

And

United Food and Commercial Workers Union Local 1189

Letter of Understanding

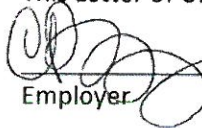
June 1, 2020

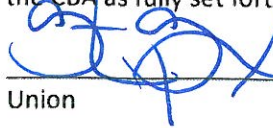
The Employer and the Union are parties to a written collective bargaining agreement (CBA) in effect from January 1, 2019 through December 31, 2020. The parties recently agreed to changes in Article 19, Paid Time Off (PTO).

The accrual per Article 19.2 will now be calculated to allow the following maximum yearly accumulations:

YEARS	PTO Accrual
0	80
1	80
2	120
3	120
4	120
5	128
6	128
7	128
8	128
9	128
10	160
11	160
12	160
13	160
14	160
15	160
16	160
17	160
18	160
19	160
20	160
21	160
22	160
23	160
24	160
25	160
26	160
27	160
28	160
29	160
30	176

This Letter of Understanding shall be considered part of the CBA as fully set forth in the CBA.

 6/1/2020  
Employer Date

 June 20  
Union Date