

LETTER OF UNDERSTANDING

This Letter of Understanding (LOU) is executed between Community Memorial Hospital (herein after CMH) and United Food and Commercial Workers Union Local 1189 (herein referred to as Local 1189).

CMH and Local 1189 agree as follows:

For members working at Raiter Clinic:

- Wages will be treated per the contract, by position
 - Should any Raiter staff who will be covered under the current contract have a higher rate of pay than the published wage scale their wages will be frozen until negotiated otherwise.
- No probation for Raiter staff who merge 1/1/2020
- Seniority will be granted for years worked while at Raiter Clinic based on their date of hire with Raiter and as a separate department
- PTO will remain "whole" per dollar value as of 12/31/19
- Transfers will be handled clinic to clinic and hospital to hospital then intermingled per Article 8.8
- Layoff remains per contract
- Claimed Hours remains per contract

Articles specific to the Hospital such as weekends, holidays, do not apply to these members. Any items that come up during the term of the agreement will be dealt with on a case-by-case basis with the intent being to protect the atmosphere of being a clinic and not a 24/7 Hospital operation.



Duane P. Van Dresar, PHR, SHRM-CP
Director Human Resources

10-8-19

Date



Brad Anderson
CFO / Senior V.P. of Support Services

10-8-2019

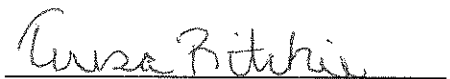
Date



Stacy Spexet
Union Representative, Local 1189

10-8-19

Date



Teresa Ritchie, Union Steward
Local 1189

10-8-19

Date