

**Letter Of Understanding Between Emeralds of Grand Rapids and UFCW 1189**

**Experience Credit**

**October 24th, 2019**

Article 11 Section 11.5 shall be amended to the following:

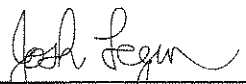
Comparable Experience: New employees hired on or after November 1, 2019 shall be given credit for full years of prior relevant work experience. Relevant work experience shall be defined as follows:

- NARs – Prior experience in Nursing Home, Hospital, Home Health, and Assisted Living
- Culinary – Prior experience working with therapeutic diets and quantitative cooking in Nursing Home, Hospital, Assisted Living/Senior Apartments, MI/MR or like facility, Schools, or other institutional cooking settings that may be deemed similar.
- Environmental Services – Prior experience in Housekeeping, Laundry, or Janitorial work in an institutional setting.
- Activities Assistants – Prior experience in Nursing Home, Hospital, Home Health, and Assisted Living

Prior relevant experience must be verified by the past employer(s) showing the type of relevant experience and total of all hours worked. Employees shall be given credit for their relevant work experience (for wage purposes only) once they have provided the proper documentation from that date forward. In all cases, the employee must provide said documentation no later than sixty (60) days from their hire date in order to receive proper credit.

For the purpose of calculating credit for prior experience, one thousand six hundred (1,600) hours shall constitute one full year's experience.

For employees hired prior to November 1, 2019, the Employer will review and credit current employees for previous experience with no cap on years of experience. Each employee will receive a letter with the experience assessment and adjusted wage if any. If they are not in agreement with the experience in which they were credited they will have 30 days to challenge the experience assessment with proof of previous experience. If no proof is provided within the 30 days or an extension is not requested the employee will have waived their right to challenge the experience assessment. Employees are responsible to get this information to Management.

  
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Emeralds of Grand Rapids      11/1/19  
Date

  
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UFCW 1189      11-5-2019  
Date