

Letter of Agreement
By and between
Comforcare
And
UFCW 1189 contract:

Effective 5/6/19, The Union and Employer agreed to **clarify** ~~the creation of~~ the following position:

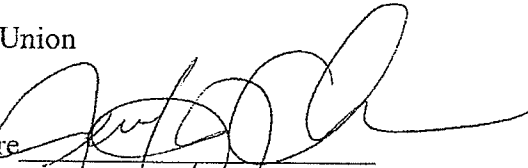
Flex Nurse

- RNs at \$35 / hour LPNs at \$25 / hour
- This position is not eligible for additional pick up incentives.
- Flex nurses will be scheduled based on facility need. These are not block schedules and shifts will vary from week to week. Nurses must be willing to work throughout the building, and work various shifts.
- Part-Time Flex Nurses must work a minimum of 4 shifts a pay period, with 1 shift being on weekends. Full-time Flex Nurses must work a minimum of 8 shifts a pay period, with 2 shifts being on weekends. Shifts will be assigned by the scheduler or DON.
- Flex Nurses will be scheduled after all **hours are awarded to block nurses after the 5-day posting period and all** regular FT and regular PT nurses have been scheduled their posted block schedules.
- The Flex Nurse is a permanent position as part of the union and will have seniority for picking up additional hours based on date of hire.
- Additional shifts may be picked up, according to the contract (as a bargaining unit member) for overtime purposes, subject to available hours.
- Flex nurses may sign for an official block, and if awarded, will transition to applicable "pay" scale per the Union Contact.
- Flex nurses will earn benefits in accordance with Union Contract as a part-time or full-time nurse.
- The Union and the Employer agree to review this agreement in 90 days.

For the Union

Signature

Date

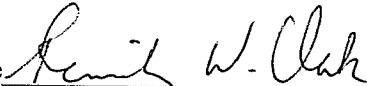


5/8/19

For the Employer

Signature

Date



5/8/19