

LETTER OF UNDERSTANDING
BY
AND
BETWEEN
UFCW LOCAL 1189
AND
HEALTH CARE SERVICES GROUP

Both parties agree to modify ARTICLE III, SCHEDULE OF WAGES of the current collective bargaining agreement dated October 1, 2014 through September 30, 2016 to include this language:

1. Any employee at the 3-5 years step would receive the following bonus:
 - a. 60 or over hours: \$200 (one time lump sum payment)
 - b. Less than 60: \$100 (one time lump sum payment)
2. Any employee off scale/above scale gets 2.25% raise, retroactive to October 1, 2015
3. No change to scales

UFCW LOCAL #1189

HEALTH CARE SERVICES GROUP

Camargos
NAME

RYAN VIEB
NAME

Union Rep
TITLE

DISTRICT MANAGER
TITLE

11/2/15
DATE

10/30/15
DATE