

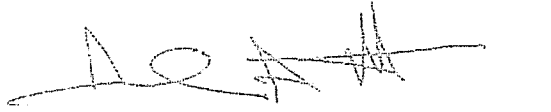
Letter of Agreement
By and Between
United Food & Commercial Workers Local 1189
And
United Pioneer Home

Article 10.7: Perfect Attendance (P.A. Day)

For each three (3) months (calendar quarters) the employee does not miss a scheduled work day: employees working sixty-four (64) or more hours per pay period will earn one (1) PA day to a maximum of four (4) eight (8) hours days per year; employees working less than sixty-four (64) hours per pay period will earn one-half (1/2) day of four (4) hours every three months the employee does not miss a scheduled work day.

New employees who start work between calendar quarters, who meet the requirements above will be given one third (1/3) of a day credit per month based on the formula above until they hit the first calendar quarter as an employee.

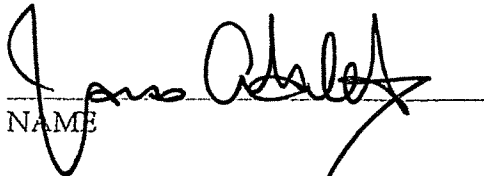
FOR THE EMPLOYER
UNITED PIONEER HOME



NAME

2/16/18
DATE

FOR THE UNION
UNITED FOOD & COMMERCIAL
WORKERS LOCAL 1189



NAME

16 Feb 18
DATE