

LETTER OF UNDERSTANDING


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

Effective 1/1/2022 - CMH and Local 1189 agree as follows:


Article 3.5.C.

**C. Cashing Out PTO** – An employee may ~~request that PTO time of not less than eight (8) hours be cashed out, up to ten (10) separate occasions each calendar year. An employee may not cash out PTO more than eighty (80) hours each calendar year. Notification of request to cash out will be in writing and~~ in accordance with Employer's procedures.

This LOU serves to accomplish these changes through the end date of the current CBA.

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

11-11-21  
Date

  
Stacy Spexet  
Union Representative  
UFCW 1189

11/10/21  
Date