

LETTER OF UNDERSTANDING  
ECUMEN LAKESHORE AND UFCW LOCAL 1189

Temporary NOC Shift Bonus - Resident Assistant

It is agreed upon that, a Resident Assistant who offers to temporarily relinquish their Day or Evening shift position to accept a .8 NOC shift position for a period of two months, will receive a \$100 bonus for each NOC shift worked not to exceed \$800 per pay period. If multiple RAs apply to relinquish their Day or Evening shift, the most senior RA applying as determined by Article 5 shall be awarded the NOC shift position.

This bonus will not be paid in addition to any pick-up bonuses agreed upon in an active LOU or in the Collective Bargaining Agreement for those shifts. The RA will be eligible for any other bonus for any additional shifts picked up. The bonuses will be paid each pay period.

This agreement is effective with the pay period beginning September 24, 2021.

One pickup bonus will be forfeited for each unexcused absence that an employee has during that pay period.

  
Ecumen Lakeshore

  
UFCW Local 1189

9-29-21  
Date

29 Sept 21  
Date