

LETTER OF UNDERSTANDING  
ECUMEN LAKESHORE AND UFCW LOCAL 1189

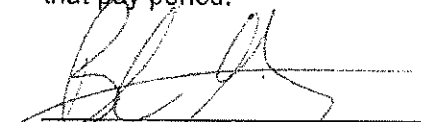
Temporary Shift Pick-Up Bonuses


It is agreed upon as an added incentive Lakeshore will offer Pick-up bonuses for qualified employees working Resident Assistant shifts in the Shores who voluntarily pick up additional shifts in the October 8 - November 4 schedule to help during this critical staffing period. These bonuses will be in addition to any pick-up bonuses identified in the Collective Bargaining Agreement.

To help fill the schedule in advance > 48 hours

- o \$50 for a full shift picked up, \$25 for half shifts. A full shift would be any complete shift as listed on the schedule, a half shift would be a minimum of 2 hours.
- o For multiple shift pick-up, 3+ days in a pay period, a shift BONUS + \$20 per full shift/\$10 per half shift. This must be approved by the scheduler.
- o Any NOC shift pick up will receive the shift bonus + \$20 per full shift
- o Mandations will not receive a bonus.

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

  
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Ecumen Lakeshore

  
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UFCW Local 1189

10/5/21  
Date

4 OCT 21  
Date