

Letter of Understanding

By

And

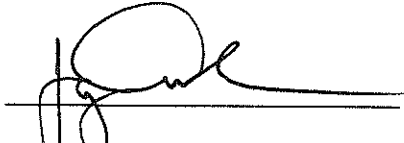
Between

UNITED PIONEER HOME AND UFCW LOCAL 1189


The employer and the Union are parties to a written Collective Bargaining Agreement (CBA) in effect from October 1st, 2020 through October 1<sup>st</sup>, 2022. The parties have agreed on the following:

The United Pioneer Home Board has granted a one time payment for a "Hero Pay" of \$1.00 per hour for all current employees worked hours from December 12th, 2020 – June 11<sup>th</sup>, 2021 (pay dates between January 1<sup>st</sup>, 2021 – June 30<sup>th</sup>, 2021).

The bonus will be paid by direct deposit in a special payroll on Wednesday June 30th, 2021.



For United Pioneer Home



For UFCW Local 1189