


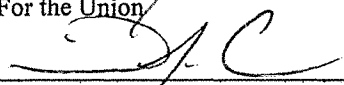
Letter of Understanding  
by and between  
UFCW Local 1189  
and  
Valley View Care Center

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Article 10, Section 10.3.1

Employees with four (4) or more years of service will receive an additional eight (8) hours of PTO on their anniversary date, for a total of sixteen (16) hours of floating holiday.

/s/  \_\_\_\_\_ 2/20/2020  
For the Union Date

/s/  \_\_\_\_\_ 2/13/2020  
For the Employer Date

dag/opeiu#12