

LETTER OF UNDERSTANDING

by and between

LAKE VIEW HOSPITAL

and

UFCW LOCAL 1189

Subject Matter: Clinic Laboratory

As Lake View's building expansion is expected be completed in September 2020, the Laboratory services in both the Hospital and Clinic settings will become integrated into a new singular Hospital based laboratory. As a result of this integration, the current Clinic based laboratory services will be discontinued upon the opening of this new laboratory space.

The parties met to discuss the impending changes to the terms and conditions of employment to the Clinic Lab Technicians. With the discontinuation of the Clinic based laboratory, Lake View agreed to transition the current Clinic Lab Technicians into the new Hospital based lab and allow them maintain their current union membership with the UFCW 1189 so long as they remain in their current position. All future laboratory positions that are posted, would be posted as non-contract positions. It is agreed that no laboratory positions would be accreted into the Clinic bargaining unit.

As part of this agreement, for effected laboratory employees Lake View will provide the following enhancements above what is outlined in the collective bargaining agreement. The rate of pay for hours assigned to off-premise call will be \$5.35/hr. The call-back rate of a pay will be a 2 hour minimum at the overtime (1.5 times regular rate) rate of pay. Time worked on a holiday will be paid at 1.5 times regular rate of pay.

Upon completion of all training and orientation, all Laboratory staff will be assigned a work schedule, which may include occasional weekend hours, a rotating call schedule, & a rotating holiday schedule.

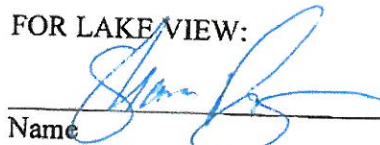
FOR THE UNION:


Name

Union Representative
Title

8 Sept 2020
Date

FOR LAKE VIEW:


Name

HR SUPERVISOR
Title

9-9-2020
Date