

LETTER OF UNDERSTANDING
ECUMEN LAKESHORE AND UFCW LOCAL 1189

Temporary Shift Pick-Up Bonuses

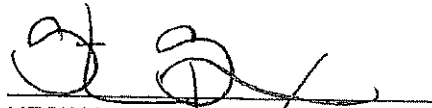
It is agreed upon for the period of June 4 - July 15, 2021 as an added incentive Lakeshore will offer Pick-up bonuses for qualified employees working Resident Assistant shifts in the Shores who voluntarily pick up additional shifts to help during this critical staffing period. These bonuses will be in 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.

The Employer and the Union can mutually agree to extend this LOU.


Ecumen Lakeshore


UFCW Local 1189

6.3.21
Date

June 21
Date