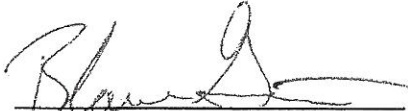



LETTER OF UNDERSTANDING
ECUMEN LAKESHORE AND UFCW LOCAL 1189

8/80 Overtime Rule Letter of Understanding

It is agreed upon that an employee who works consecutive hours shall be paid at the applicable overtime rate for all consecutive hours worked after eight (8) hours.



Ecumen Lakeshore



UFCW Local 1189

7/23/2020
Date

23 JULY 20
Date