

**LETTER OF UNDERSTANDING**

**by and between**

**LAKE VIEW (Two Harbors)**

**and**

**UFCW LOCAL 1189**

This letter is to articulate our mutual agreement regarding the temporary enhancement of benefits (health, dental, etc) for COVID related layoffs. Lake View is willing extend benefits at the employee rate for COVID layoffs to the end of the month following 90 days after the layoff effective date. To support employees during this difficult time, Lake View has enhanced this policy from our normal practice, which is only to continue coverage at employee rates through the end of the month of the layoff effective date..

For example, employees who are either fully laid off, or have had their FTE reduced to below 0.6, will continue to have health insurance at employee rates at least through the last day of the month following 90 days from the layoff effective date. This means, for example, if an employee's layoff is effective as of April 24, their insurance will remain in effect through July 31 at the same cost to the employee as before the hours reduction or layoff.

The parties enter into this agreement on a non-precedent setting basis.

FOR THE UNION:

  
Name

Union Representative  
Title

23 April 2020  
Date

FOR LAKE VIEW:

  
Name

HR SUPERVISOR  
Title

4-28-20  
Date