

LETTER OF UNDERSTANDING

by and between

LAKE VIEW
and
UFCW LOCAL 1189

This letter is to articulate our mutual agreement regarding the defining of a vacation year in which requested vacation time is to be used. The vacation year will be recognized as a 12 month period beginning each April 1 through March 31 of the following year. Article 7.2 b) defines the dates in which vacation requests need to be submitted and the process for approving/denying these requests and this letter is not intended to modify that process. Defining the vacation year as April 1 to March 31 will allow for further clarity in administering vacation requests.

FOR THE UNION:

J. Samuelfre
Name

Union Rep.
Title

3-18-16
Date

FOR LAKE VIEW

[Signature]
Name

Administrator
Title

3-18-2016
Date