

Letter of Understanding

Between  
St. Michael's Health and Rehabilitation Center

AND

United Food and Commercial Workers, Local #1189

**FLEX SCHEDULE EMPLOYEES SCHEDULING**

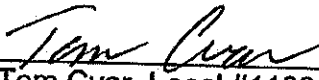
Article 2.15 of the current Collective Bargaining Agreement states:

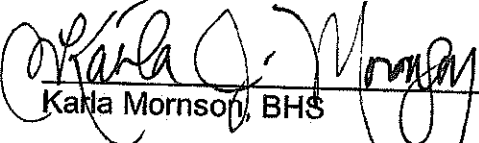
*"Flex-Schedule employees shall be scheduled to work one (1) weekend per pay period."*

The parties agree to the following clarification:

- One weekend per pay period means that the flex schedule employee will be scheduled a minimum of 16 hours of work on a weekend.
- The employer will try to accommodate flex schedule employee requests based on Flex seniority, but the employer retains the right to schedule flex employees based on the needs of the facility.
- This does not indicate that the employee will be scheduled every other weekend.
  - This could include 16 hours on one day of the weekend; one 8-hour shift on a Saturday and one 8-hour shift on a Sunday on the same weekend; one 8-hour shift on both weekends, i.e. one 8-hour shift on the first Saturday and one 8-hour shift on the second Saturday.
- Additional shifts can be scheduled based on the flex employee's request and will be scheduled if the requested shift is available per the CBA.

  
Cheri High, Administrator      11-29-18  
Date

  
Tom Cvar, Local #1189      12/3/18  
Date

  
Kara Mornson, BHS      12-19-18  
Date