

**LETTER
OF
UNDERSTANDING**

QUICK CHANGE

Per Article 2 "Hours of Work" Sect. 2.8 and 2.9 of the UFCW Collective Bargaining Agreement:

2.8: "If an Employee works with less than ten (10) hours between shifts, the hours worked on the second shift will be paid at time and one-half (1 ½)." "

2.9: "The normal shift will be an eight and one-half (8 ½) hours shift inclusive of a thirty (30) minute unpaid meal period."

The parties agree that an Associate must work a shift that consists of a minimum of four (4) hours or Article 2.8 does not apply.

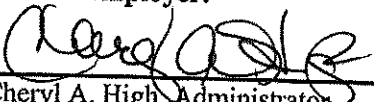
Example:

An associate agrees to work 5:30 p.m. to 8:30 p.m. (3) hours, and then is scheduled to work Day Shift at 6:15 a.m. the next day. Article 2.8 (Quick Change) would not apply to the associates Day Shift that begins at 6:15 a.m.

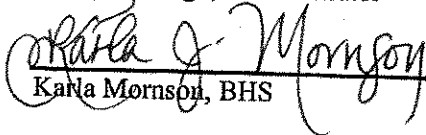
An associate agrees to work 4:30 p.m. to 8:30 p.m. (4) hours, and then is scheduled to work Day Shift at 6:15 a.m. the next day. Article 2.8 (Quick Change) would apply to the associates Day Shift that begins at 6:15 a.m.

An associate who works 6:15 a.m. to 8:30 p.m. (13.75) hours, and then is scheduled to work Day Shift at 6:15 a.m. the next day. Article 2.8 (Quick Change) would apply to the associates Day Shift that begins at 6:15 a.m.

For the Employer:


Cheryl A. High, Administrator

1/15/19
Date


Karla Morrison, BHS

1.22.19
Date

For the Union:


Tom Cvar, Business Agent

1/22/19
Date