

Letter of Understanding

Between

United Food and Commercial Workers, Local 1189

AND

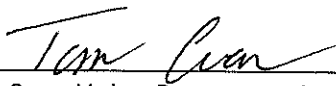
St. Michael's Health and Rehab Center

Trial Rotation of Mandating for Midnight Shift Call-Ins

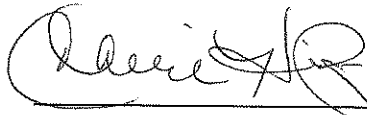
The parties agree that beginning 5/31/2018 we will trial a program rotating potential mandation for a period of eight (8) weeks. This will apply to mandation of shifts from the afternoon shift into the midnight shift.

Prior to the schedule being finalized, each afternoon shift employee will sign up for a shift that they would be the person that would stay if mandating is required. If more than one person signs up for the same day, the person with the most seniority will be given their preference first. If an employee does not sign up, the employer will assign the employees a day. The day assigned to the employee will be indicated on the schedule with a star (*).

If there is a midnight shift call-in, the Employer will follow procedure in asking all employees to stay. If all employees refuse to stay the person that was designated to stay will be required to stay. Failure to stay will result in progressive discipline. (Verbal Warning, Written Warning, Suspension/Final Notice, Termination or wherever the employee is in the disciplinary process.)


Tom Cvar, Union Representative

5/22/18
Date


Cheri High, Administrator

5/22/18
Date