

Letter of Understanding

Between

UFCW Local 1189

And

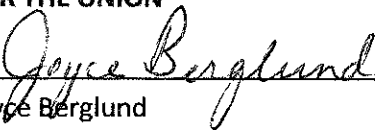
St. Michael's Health and Rehab Center

RESTORATIVE ASSISTANT LEAD-Holidays

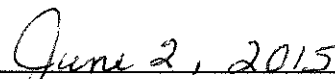
Whereas the RESTORATIVE ASSISTANT-LEAD's home department is considered Nursing and the LEAD is categorized under the 8/80 rule for overtime, the LEAD is not replaced for vacation, personal holidays, etc. The RESTORATIVE ASSISTANT-LEAD's schedule is usually Monday through Friday with the exception that the LEAD may have to work weekends due to vacations, illness, etc. of the Restorative Assistants.

The Union and the Employer agree to allow the RESTORATIVE ASSISTANT-LEAD Holiday's off unless the LEAD is needed to cover Restorative Assistant shifts.

FOR THE UNION



Joyce Berglund

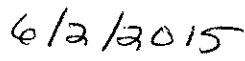


Date

FOR THE EMPLOYER



Cheryl A. High



Date