

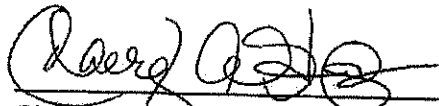
LETTER OF AGREEMENT

St. Raphael's Health & Rehabilitation Center

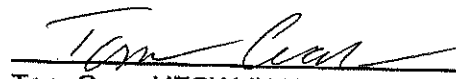
And

UFCW #1189

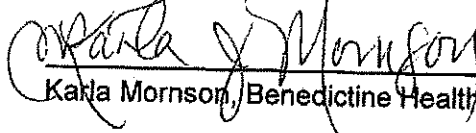
Issues regarding proper scheduling at St. Raphael's Health & Rehab Center must be raised by the employee prior to Noon on Monday after the schedule has been posted on the previous Thursday. Schedules will not be changed if issues are brought to the Employer's attention after Noon on that Monday.

  
\_\_\_\_\_  
Cheri High, Administrator, St. Raphael's

10/22/18  
Date

  
\_\_\_\_\_  
Tom Cvar, UFCW #1189

10/24/18  
Date

  
\_\_\_\_\_  
Karla Mornson, Benedictine Health System

10 23. 18  
Date