Letter of Understanding

Between

The Waterview Pines

AND

United Food and Commercial Workers, Local 1189

Re: Article 2.13 Shifts Available After the Schedule has been posted.

The parties agree that texting employees for shifts that open after the schedule has been posted is an acceptable way of contacting those employees with cell phones.

The parties agree that those employees who do not have cell phones will be contacted via land line simultaneously with the mass text. Employees will have 30 minutes to respond in order to maintain seniority rights to the open shifts. Employees will call either the Staffing Coordinator or the Charge Nurse as instructed in the text as to whether they are interested in the shift.

Shifts will be awarded as per 2.13 of the Collective Bargaining Agreement after the 30-minute time frame has elapsed.

This agreement will be in effect for a period of 30 days at which time it will be reviewed for any concerns.

Should there be no concerns, the agreement will remain in effect until such time the parties determine otherwise.

12-9-19 12-9-2019

Administrator Date UFCW Representative Date

Regional Director Operations Date