

Letter of Understanding

By

And

Between

UNITED PIONEER HOME AND UFCW LOCAL 1189

June 18th, 2021

The Employer and the Union are parties to a written Collective Bargaining Agreement (CBA) in effect from October 1st, 2020 through October 1st, 2022. The parties have agreed on the following:

The United Pioneer Home is in the process of recruiting more laundry personnel and during this time of recruitment the Bargaining members defined as Housekeepers will be assisting in the laundry duties on weekend days as well as their normal duties.

If 2 housekeepers are working on the same day laundry duty is needed, one housekeeper may volunteer for the extra duties or both may agree to split the laundry duties. If no housekeeper volunteers for these laundry duties, the duties will alternate between housekeepers and days.

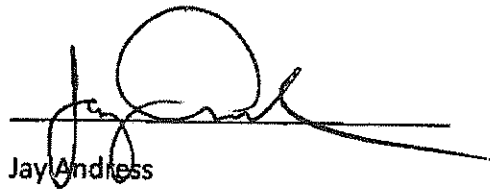
In case of any housekeeping duties being missed due to having extra duties with laundry, United Pioneer Home is willing to work through this as a team with communication being a key factor in any duties not completed. Housekeepers will stay at their Housekeeping rate of pay during this time.

This is a temporary solution that will be reevaluated in 3 months or at such a time when the company is able to recruit someone to fill open Laundry position.



Lindsay Solem

UFCW Local 1189



Jay Andress

United Pioneer Home