

Letter of Understanding  
By and Between

UFCW Local 1189

And

Monarch Healthcare Management  
(Waterview Pines, Virginia)

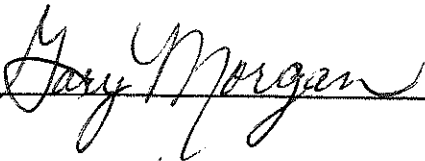
UFCW 1189 and Monarch Healthcare Management are parties to a Collective Bargaining Agreement (CBA) which requires payment to a retirement plan.

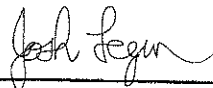
In accordance with the Transition Agreement signed and dated by both parties on May 30, 2019, the following was agreed upon; "The Employer will not be obligated to continue contributions to the Northern Minnesota-Wisconsin Retail Clerks Pension Fund as outlined in Article 13 of the Agreement(s), however the Employer agrees to contribute, to a retirement plan, the amount negotiated and agreed upon. The contributions will be retroactive to June 1, 2019."

Subsequently, both parties have agreed the Employer will add one dollar (\$1.00) per hour to the current wage scale/employee wage rate retroactive from June 1, 2019 through the end of the current CBA and forward unless a greater amount is negotiated.

For the Union:

For the Employer:

  
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\_\_\_\_\_

Date

9/6/2019  
\_\_\_\_\_

Date

9/4/19  
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