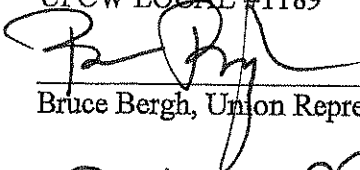


LETTER OF UNDERSTANDING
BY
AND
BETWEEN
UFCW LOCAL 1189
AND
GRAND VILLAGE

This letter of understanding by and between Itasca Nursing Home d/b/a Grand Village and United Food and Commercial Workers Union, supplements the parties' existing Collective Bargaining Agreements.

Effective January 1, 2022 and through July 1, 2022, any employee who is asked to take a COVID-19 test on their day off or not during their scheduled shift shall be paid at minimum one (1) hour at their base rate of pay. Additional time beyond one (1) hour shall be paid at their base rate of pay for actual time spent testing.

UFCW LOCAL #1189

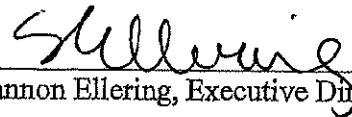


Bruce Bergh, Union Representative

2-17-22

Date

GRAND VILLAGE



Shannon Ellering, Executive Director

2/14/22

Date