

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.

The parties agree to the following language changes on a go-forward basis, beginning with the next pay period which begins on February 11, 2022

Article 6

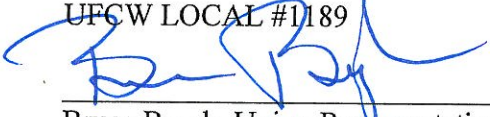
Section 1 (third paragraph):

Employees begin to accrue PTO upon date of hire, and Employees are not eligible to use accrued PTO as soon as it is earned. until after completing six (6) months of service.

Section 3:


Employees who have completed the probationary period and who terminated employment at the Nursing Home with proper notice will be paid all unused accrued PTO. Proper notice shall be defined at fourteen (14) days. The employee must work all scheduled shifts during the notice period. An employee discharged for cause shall forfeit receive all unused accrued PTO. Any employee unable to give proper notice may request in writing an exemption from the Administrator.

UFCW LOCAL #1189

  
Bruce Bergh, Union Representative

1-31-22  
Date

GRAND VILLAGE

  
Shannon Ellering, Executive Director

1/31/22  
Date