

LETTER OF UNDERSTANDING

This Letter of Understanding (LOU) is executed between Community Memorial Hospital (herein after CMH) and the United Food and Commercial Workers Union Local 1189 (herein referred to as Local 1189).

Effective 1/1/2022 - CMH and Local 1189 agree as follows:

Article 11.2.C. Eligibility

Regular employees working a minimum of a .50 or greater FTE become eligible for health insurance ~~on their 90<sup>th</sup> day of employment~~ and all other benefits are on the first day of the month ~~on or after the date the employee completes 90 days of continuous service~~ following the date of hire or transfer.

This LOU serves to accomplish these changes through the end date of the current CBA.



Duane P. Van Dresar, PHR, SHRM-CP  
Director Human Resources

10-6-21

Date



Stacy Spexet  
Union Representative  
UFCW 1189

6 Oct 21

Date