

Letter of Understanding

ECUMEN LAKESHORE AND UFCW LOCAL 1189

The Employer and the Union are parties to a written Collective Bargaining Agreement (CBA) in effect from October 1, 2021 through September 30, 2024. The parties have agreed, effective February 11, 2022 to the following:

6.2 Employees, upon ~~who give proper notice of termination, and complete and sign a resignation form provided by the Employer~~ shall receive all earned and accrued unused vacation plus, if applicable, all banked sick leave as of August 29, 1997 as stated in Article XII Section 12.9 #1.

6.5 ~~Employees resigning within six (6) months of the date of their initial employment with Lakeshore will receive no vacation payout upon termination. Employees discharged for cause or who fail to give proper notice of termination as stated in section 6.1 shall forfeit all accrued vacation pay.~~ Employees who elect to resign and give the proper written notice of termination of employment, as hereinabove required, will be entitled to vacation pay in lieu of vacation to the extent that such vacation pay has been earned on the date of termination of employment.



Ecumen Lakeshore



UFCW Local 1189

2-1-22
Date

31 Jan 22
Date