

Letter of Understanding

By

And

Between

OAKLAND PARK COMMUNITIES AND UFCW LOCAL 1189

The employer and the Union are parties to a written Collective Bargaining Agreement (CBA) in effect from January 1st, 2022 through December 31st, 2024. The parties have agreed on the following:

Oakland Park Communities has received emergency grant monies from Minnesota state in the amount of \$86,914 whereas 90% is to be used by 04/01/2022 as following:

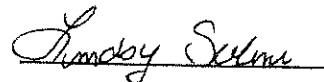
- An additional \$3.00 per hour for all Employees from 1/10/2022 – 4/03/2022
- CNA referral program:
If any current Employee refers a new Employee to work as a CNA at Oakland park communities, then both the new Employee and the Employee who referred them will receive an additional \$2.00 per hour for every hour the new employee works from 1/24/2022 – 4/03/2022.

Oakland Park communities agrees to pay out of pocket for costs above the 90% of \$86,914 if incurred and costs that pass the 04/01/2022 emergency monies end date.

Oakland Park Communities agrees to meet in the middle of March of 2022 to go over the expenditures of the emergency monies and disburse any remaining monies in the form of a bonus to all Employees before the April 1st, 2022 deadline for use of funds.


For Oakland Park Communities

DATE: 1-19-2022



For UFCW Local 1189

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