

WHEREAS, United Methodist Communities (the Employer) and Health Professionals and Allied Employees (the Union) are parties to a Collective Bargaining Agreement; and

WHEREAS, The parties have agreed to work together and make reasonable efforts to identify a substitute RN Uniform within six months of ratification that will provide for employee comfort, a professional appearance (e.g. not show stains), and have pockets for carrying supplies, equipment, meds, etc.; and

NOW, THEREFORE; the parties agree as follows;

1) The Collective Bargaining Agreement is amended as follows:

ARTICLE XXI: CLOTHING

- A. *No Change.*
B. *No Change.*
C. *No Change.*
D. **RN Uniforms: The parties will work have agreed upon together and make reasonable efforts to identify a substitute RN Uniform within six months of ratification that will which provides for employee comfort, a professional appearance (eg. not show stains), and has have pockets for carrying supplies, equipment, meds, etc. RN uniforms shall;**


- 1. Consist of a Navy Blue V-Neck top and blue, black, or khaki pants.**
- 2. The top shall be Scrub Authority's model "V-Neck Top Style #: SK101," or a substantially similar product.**
- 3. The top shall have the Employer's logo on its left upper chest.**

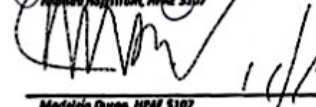
The Employer may continue to recognize 'Casual Fridays' and may provide employees with UMC t-shirts.


The Employer shall make no change in its RN uniform without appropriate notice and negotiations with the Union.

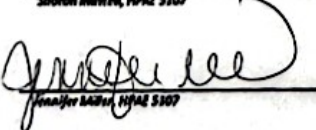
- 2) This Memorandum of Agreement constitutes the complete agreement of the parties concerning the subjects hercof and supersedes all prior agreements, understandings, and representations. It may only be changed by a subsequent agreement signed by the Employer and the Union.**

For the Union:



Roberto Martinez, HPAE 5107
date 11/15/23

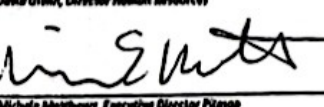

Medelita Duran, HPAE 5107
date 11/15/23



Sharon Martin, HPAE 5107
date 11/15/23


Jennifer Baker, HPAE 5107
date 11/15/23

For the Employer:


David Olsen, Director Human Resources
date 11/13/2023


Michele Matthews, Executive Director Pilman
date 11/13/23


Jeff Lisk, Executive Director Bristol Glen
date 11/13/23