

COLLECTIVE BARGAINING AGREEMENT

Between

UNITED FOOD & COMMERCIAL WORKERS  
DISTRICT LOCAL UNION 431  
HEALTH CARE EMPLOYEES DIVISION  
Waterloo, Iowa

And

BARTELS LUTHERAN  
RETIREMENT COMMUNITY  
Waverly, Iowa

Effective: November 1, 2018–November 1, 2021

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## **AGREEMENT**

This Agreement is made and entered into this 1st day of November, 2018, by and between Bartels Lutheran Retirement Community of Waverly, Iowa, ("Employer") and District Local 431 of the Health Care Employees Division, United Food & Commercial Workers International Union, AFL-CIO ("Union").

It is the intent and purpose of the parties hereto that this Agreement will promote and improve industrial and economic relations between the employees and the Employer, and to set forth herein a basic agreement covering rates of pay, hours of work and other conditions of employment to be observed by the parties, and to ensure the peaceful settlement of disputes and to prevent stoppages of work.

It is understood that all references in this Agreement relating to gender apply equally to, and refer to, both male and female employees.

### **ARTICLE 1**

#### **RECOGNITION AND COVERAGE**

1.01 The Employer recognizes District Local 431 of the Health Care Employees Division, U.F.C.W., AFL-CIO, as the exclusive representative for the purpose of collective bargaining in respect to rates of pay, hours of employment and other conditions of employment for employees, including regular full-time and part-time nurses aides, medical aides, van drivers, housekeepers, cooks and kitchen employees, laundry, maintenance, and activities employees, excluding registered nurses, licensed practical nurses, professionals, clerical employees, resident assistants, guards and supervisors.

1.02 The Employer agrees that during the life of this contract it will not sign a contract with other unions, nor enter into any written agreement with employees, that is inconsistent with the terms of this Agreement.

1.03 Neither the Employer nor the Union shall discriminate against any employee because of race, color, sex, age, religion, creed, national origin, disability, hearing or vision impairment, or membership In the Union.

### **ARTICLE 2**

#### **REPRESENTATION**

2.01 The names of Stewards representing the Union shall be provided in writing by the Union to the administration of the Employer. No more than one (1) Steward may be on Union leave at any one time, unless otherwise approved by the Administration. Such time off must be requested at least two (2) weeks in advance of the leave.