

Letter of Understanding between
New Harmony Care Center
And
UFCW Local 1189

Appendix A Schedule of Wages for New Harmony Service & Maintenance

Effective January 2, 2022.

Across the board wage increase of \$2.00 to all scales and above scale employees.

Full-Time and Regular Part-Time Housekeeping Aide,
 Laundry Aide, and Dietary Aide:

	Current	1/2/2022	2/28/2023
Hire	\$ 13.06	\$ 15.06	Wage
Prob	\$ 13.40	\$ 15.40	Re-Opener
1 Year	\$ 13.75	\$ 15.75	
2 Years	\$ 14.41	\$ 16.41	
3 Years	\$ 15.15	\$ 17.15	
4 Years	\$ 15.85	\$ 17.85	
5 Years	\$ 16.56	\$ 18.56	
Over 5 Years	\$ 18.36	\$ 20.36	

Full-Time and Regular Part-Time Activities
 Aide:

	Current	1/2/2022	2/28/2023
Hire	\$ 14.08	\$ 16.08	Wage
Prob	\$ 14.41	\$ 16.41	Re-Opener
1 Year	\$ 14.78	\$ 16.78	
2 Years	\$ 15.15	\$ 17.15	
3 Years	\$ 15.82	\$ 17.82	
4 Years	\$ 16.56	\$ 18.56	
5 Years	\$ 17.30	\$ 19.30	
Over 5 Years	\$ 18.36	\$ 20.36	

Full-Time and Regular Part-Time Nursing Assistants,
 Therapy Aides and Cooks:

	Current	1/2/2022	2/28/2023
Hire	\$ 15.30	\$ 17.30	Wage
1 Year	\$ 15.57	\$ 17.57	Re-Opener
2 Years	\$ 16.26	\$ 18.26	
3 Years	\$ 17.01	\$ 19.01	
4 Years	\$ 17.77	\$ 19.77	
5 Years	\$ 18.18	\$ 20.18	
Over 5 Years	\$ 18.71	\$ 20.71	

Full-Time or Part-Time Maintenance:

	Current	1/2/2022	2/28/2023
Hire	\$ 15.19	\$ 17.19	Wage
Prob	\$ 15.52	\$ 17.52	Re-Opener
1 Year	\$ 15.90	\$ 17.90	
2 Years	\$ 16.62	\$ 18.62	
3 Years	\$ 17.35	\$ 19.35	
4 Years	\$ 18.08	\$ 20.08	
5 Years	\$ 18.53	\$ 20.53	
Over 5 Years	\$ 19.04	\$ 21.04	

For the Employer
 New Harmony Care Center
 Service & Maintenance

Becky Holmgren
 SIGNATURE

10/8/2021
 DATE

For the Union
 United Food and Commercial Workers
 Local 1189

Diana Tostad-Damer
 SIGNATURE

10/8/21
 DATE