

Letter of Agreement
by and between
UFCW Local 1189 (Union)
and
Good Samaritan Society – Comforcare (Employer)

The Union and the Employer have agreed to the following changes to the Agreement effective December 2, 2019:

- **PTO** – Implement 360-hour PTO accrual cap.
- **Funeral Leave** – Employees will have the option of using PTO or taking up to 3 scheduled days of unpaid leave to attend the funeral of a spouse, parent, sibling (including step-sibling), child (including step-children), current mother- or father-in-law, current brother- or sister-in-law, niece, nephew, grandparent, and grandchild. The Employer reserves the right to request documentation to confirm the validity of the request for funeral leave.
- **Preceptor Premium** – Effective December 2, 2018, nurses designated by the Employer to provide training to new employees will receive a \$1.00 per hour premium for all hours spent training.
- **Eliminate On-Call Premium** – The facility will no longer be required to pay the \$1.00 per hour premium for all hours worked by on-call employees. To the extent the premium is built into the wage of any current on-call employees, the wage will not be reduced.
- **Wages, Appendix A** - Effective December 2, 2018, the hiring grid will be updated as follows:

Bargaining unit employees (other than Flex Nurses) Hired before December 1, 2017, will moved up one year on the new hiring grid based to match their credited years of experience as of December 2, 2018*: This is a one-time placement on the hiring grid. **[This increase will total .65/hour].**

*Employees who were hired after December 1, 2017, will not move up to the next year of experience, but will receive the new wage rate for their current level of experience. [This increase will correspond to their current level of experience].

Employees who have more than 10 years of experience will receive the 10-year rate. If an employee with more than 10 years of experience receives an increase of less than \$0.65/hour, he or she will receive an adjustment to gross (bonus) based on the difference times the number of hours the employee worked from December 2, 2017 to December 2, 2018. By way of example, if an employee receives a \$0.50/hour increase, he or she would receive an adjustment to gross of \$0.15/hour for all hours worked from December 2, 2017 to December 2, 2018.

Effective 12/3/2017

Current

| | start | 1 year | 2 years | 3 years | 4 years | 5 years | 6 years | 7 years | 8 years | 9 years | 10 years |
|-----|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------|
| LPN | \$19.50 | \$19.79 | \$20.09 | \$20.39 | \$20.70 | \$21.01 | \$21.32 | \$21.64 | \$21.97 | \$22.30 | \$22.63 |
| RN | \$27.00 | \$27.41 | \$27.82 | \$28.23 | \$28.66 | \$29.09 | \$29.52 | \$29.97 | \$30.42 | \$30.87 | \$31.33 |

Effective 12/2/18

NEW Proposed

| | start | 1 year | 2 years | 3 years | 4 years | 5 years | 6 years | 7 years | 8 years | 9 years | 10 years |
|-----|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------|
| LPN | \$19.50 | \$20.15 | \$20.44 | \$20.74 | \$21.04 | \$21.35 | \$21.66 | \$21.97 | \$22.29 | \$22.62 | \$22.95 |
| RN | \$27.00 | \$27.65 | \$28.06 | \$28.47 | \$28.88 | \$29.31 | \$29.74 | \$30.17 | \$30.62 | \$31.07 | \$31.52 |

For The Employer:

By Remik W. Clark

Title Administrator

Date 12/19/18

For the Union:

By [Signature]

Title President

Date 12/14/2018