

**Letter of Understanding between
Augustana Mercy Care Center
and
UFCW 1189**

**ARTICLE 27
WAGES**

27.1 Base Hourly Rates: Effective the first day of the pay period closest to January 1, 2022, January 1, 2022, and January 1, 2023 current employees shall receive the negotiated increase to their hourly base rate of pay and the wage grid adjusted accordingly. (See addendum for negotiated wage increases and effective dates).

If the health care center reaches a census of 65 residents for two consecutive months, the parties shall meet and negotiate midterm pay adjustments for CNA and TMA classifications.

27.2 Shift Differential: The evening shift differential is \$1.00 per hour (TMAs, Nursing Assistants, and Caregiver). The night shift differential is \$2.00 per hour (Service Employees). The night shift differential is for those employees who work the night shift only or an employee mandated from the night shift into the morning shift. Day shift employees who begin work less than 2 hours earlier than the day shift begins are ineligible to receive this differential.

**ARTICLE 23
HEALTH AND SAFETY**

23.4 Health and Safety Committee: The employer is committed to the health and safety of all employees, the protection of work areas, safety education, safe practices, and accident prevention. The employer agrees to establish a health and safety committee, which shall include union employee representation that is split 50/50 with management representation, with a minimum of two (2) committee members of each side. Union Stewards shall represent the employees in committee meetings or shall confirm a designated representative to attend.

UFCW Signature: _____

Date: _____

AMCC Signature: _____

Date: _____

Moose Lake UFCW

Nursing Assistant	
Hours	1/2/2023
0	\$ 18.55
2080	\$ 18.79
4160	\$ 19.01
6240	\$ 19.27
8320	\$ 19.49
10400	\$ 19.77
12480	\$ 20.09
14560	\$ 20.42
16640	\$ 20.75
18720	\$ 21.05
20800	\$ 21.39
22880	\$ 21.72
24960	\$ 22.03
27040	\$ 22.36
29120	\$ 22.61

On Call NAR	
Hours	1/2/2023
0	\$ 18.45
2080	\$ 18.69
4160	\$ 18.91
6240	\$ 19.17
8320	\$ 19.39
10400	\$ 19.67
12480	\$ 19.99
14560	\$ 20.32
16640	\$ 20.65
18720	\$ 20.95
20800	\$ 21.29
22880	\$ 21.62
24960	\$ 21.93
27040	\$ 22.26
29120	\$ 22.51

TMA	
Hours	1/2/2023
0	\$ 19.55
2080	\$ 19.79
4160	\$ 20.01
6240	\$ 20.27
8320	\$ 20.49
10400	\$ 20.77
12480	\$ 21.09
14560	\$ 21.42
16640	\$ 21.75
18720	\$ 22.05
20800	\$ 22.39
22880	\$ 22.72
24960	\$ 23.03
27040	\$ 23.36
29120	\$ 23.61

Existing NAR On Call differentials will be honored for current staff; new On Call scale will be effective 1/2/23
 EVE Differential \$1.00/hour above base rate & NOC differential \$2.00/hour above base rate

Housekeeping	
Hours	1/2/2023
0	\$ 14.28
2080	\$ 14.68
4160	\$ 15.14
6240	\$ 16.03
8320	\$ 16.31
10400	\$ 16.59
12480	\$ 16.90
14560	\$ 17.20
16640	\$ 17.49
18720	\$ 17.78
20800	\$ 18.08
22880	\$ 18.38
24960	\$ 18.68
27040	\$ 18.98
29120	\$ 19.27
31200	\$ 19.59

Activity Aide	
Hours	1/2/2023
0	\$ 14.28
2080	\$ 14.68
4160	\$ 15.14
6240	\$ 16.03
8320	\$ 16.31
10400	\$ 16.59
12480	\$ 16.90
14560	\$ 17.20
16640	\$ 17.49
18720	\$ 17.78
20800	\$ 18.08
22880	\$ 18.38
24960	\$ 18.68
27040	\$ 18.98
29120	\$ 19.27
31200	\$ 19.59

Dietary Aide	
Hours	1/2/2023
0	\$ 14.28
2080	\$ 14.68
4160	\$ 15.14
6240	\$ 16.03
8320	\$ 16.31
10400	\$ 16.59
12480	\$ 16.90
14560	\$ 17.20
16640	\$ 17.49
18720	\$ 17.78
20800	\$ 18.08
22880	\$ 18.38
24960	\$ 18.68
27040	\$ 18.98
29120	\$ 19.27
31200	\$ 19.59

Cook	
Hours	1/2/2023
0	\$ 16.90
2080	\$ 17.32
4160	\$ 17.74
6240	\$ 18.63
8320	\$ 18.93
10400	\$ 19.23
12480	\$ 19.52
14560	\$ 19.80
16640	\$ 20.10
18720	\$ 20.42
20800	\$ 20.70

Cook Supervisor	
Hours	1/2/2023
0	\$ 20.01
2080	\$ 20.19
4160	\$ 20.42
6240	\$ 20.60
8320	\$ 20.81
10400	\$ 21.02
12480	\$ 21.23
14560	\$ 21.43
16640	\$ 21.63
18720	\$ 21.85
20800	\$ 22.06

Unit Worker	
Hours	1/2/2023
0	\$ 12.12
2080	\$ 12.34
4160	\$ 12.59
6240	\$ 12.83
8320	\$ 13.09
10400	\$ 13.33
12480	\$ 13.61
14560	\$ 13.84
16640	\$ 14.13
18720	\$ 14.41
20800	\$ 14.67

22880	\$ 20.99
24960	\$ 21.30
27040	\$ 21.59
29120	\$ 21.88
31200	\$ 22.20
OV Caregiver w/o C.N.A.	
Hours	1/2/2023
0	\$ 15.93
2080	\$ 16.13
4160	\$ 16.35
6240	\$ 16.56
8320	\$ 16.77
10400	\$ 16.97
12480	\$ 17.23
14560	\$ 17.52
16640	\$ 17.82
18720	\$ 18.11
20800	\$ 18.39
22880	\$ 18.68
24960	\$ 18.98
27040	\$ 19.26
29120	\$ 19.54
31200	\$ 19.77

22880	\$ 22.28
24960	\$ 22.50
27040	\$ 22.72
29120	\$ 22.94
31200	\$ 23.17
Caregiver w/ C.N.A.	
Hours	44928
0	\$ 17.07
2080	\$ 17.29
4160	\$ 17.52
6240	\$ 17.75
8320	\$ 17.96
10400	\$ 18.20
12480	\$ 18.49
14560	\$ 18.78
16640	\$ 19.10
18720	\$ 19.41
20800	\$ 19.72
22880	\$ 20.04
24960	\$ 20.36
27040	\$ 20.66
29120	\$ 20.98
31200	\$ 21.20

22880	\$ 14.98
24960	\$ 15.27
27040	\$ 15.56
29120	\$ 15.85
31200	\$ 16.17
Activity Aide OV	
Hours	1/2/2023
0	\$ 13.31
2080	\$ 13.50
4160	\$ 13.71
6240	\$ 13.92
8320	\$ 14.11
10400	\$ 14.31
12480	\$ 14.55
14560	\$ 14.83
16640	\$ 15.10
18720	\$ 15.38
20800	\$ 15.65
22880	\$ 15.94
24960	\$ 16.20
27040	\$ 16.48
29120	\$ 16.76
31200	\$ 16.97

Housekeeper OV	
Hours	1/2/2023
0	\$ 13.31
2080	\$ 13.50
4160	\$ 13.71
6240	\$ 13.92
8320	\$ 14.11
10400	\$ 14.31
12480	\$ 14.55
14560	\$ 14.83
16640	\$ 15.10
18720	\$ 15.38
20800	\$ 15.65
22880	\$ 15.94
24960	\$ 16.20
27040	\$ 16.48
29120	\$ 16.76
31200	\$ 16.97