

Letter of Agreement
 By and Between UFCW Local 1189
 And
 New Harmony Care Center - Service & Maintenance
 Appendix "A" Wages

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

	Current	3/12/2023
Hire	\$ 15.06	\$ 16.06
Prob	\$ 15.40	\$ 16.40
1 Year	\$ 15.75	\$ 16.75
2 Years	\$ 16.41	\$ 17.41
3 Years	\$ 17.15	\$ 18.15
4 Years	\$ 17.85	\$ 18.85
5 Years	\$ 18.56	\$ 19.56
Over 5 Years	\$ 20.36	\$ 21.36

Full-Time and Regular Part-Time
 Activities Aide:

	Current	3/12/2023
Hire	\$ 16.08	\$ 17.08
Prob	\$ 16.41	\$ 17.41
1 Year	\$ 16.78	\$ 17.78
2 Years	\$ 17.15	\$ 18.15
3 Years	\$ 17.82	\$ 18.82
4 Years	\$ 18.56	\$ 19.56
5 Years	\$ 19.30	\$ 20.30
Over 5 Years	\$ 20.36	\$ 21.36

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

	Current	3/12/2023
Hire	\$ 17.30	\$ 19.05
1 Year	\$ 17.57	\$ 19.32
2 Years	\$ 18.26	\$ 20.01
3 Years	\$ 19.01	\$ 20.76
4 Years	\$ 19.77	\$ 21.52
5 Years	\$ 20.18	\$ 21.93
Over 5 Years	\$ 20.71	\$ 22.46

Full-Time or Part-Time Maintenance:

	Current	3/12/2023
Hire	\$ 17.19	\$ 18.19
Prob	\$ 17.52	\$ 18.52
1 Year	\$ 17.90	\$ 18.90
2 Years	\$ 18.62	\$ 19.62
3 Years	\$ 19.35	\$ 20.35
4 Years	\$ 20.08	\$ 21.08
5 Years	\$ 20.53	\$ 21.53
Over 5 Years	\$ 21.04	\$ 22.04

Full-Time and Regular Part-Time Care Attendants

	Current	3/12/2023
Hire	\$ 16.00	\$ 17.75
1 Year	\$ 16.48	\$ 18.23
2 Years	\$ 16.97	\$ 18.72
3 Years	\$ 17.48	\$ 19.23
4 Years	\$ 18.01	\$ 19.76
5 Years	\$ 18.55	\$ 20.30
6 Years	\$ 19.10	\$ 20.85
Overscale	\$ 19.68	\$ 21.43

PM Shift Differential

NAR	Premium \$0.50 per hour
TMA	Premium \$1.50 per hour

Night Shift Differential

NAR	Premium \$1.00 per hour
TMA	Premium \$2.00 per hour

For the Employer
 New Harmony Care Center
 Service & Maintenance

Becky Holmgren
 SIGNATURE

12/5/22
 DATE

For the Union
 United Food and Commercial Workers
 Local 1189

Dave Taster-Damer
 SIGNATURE

12/5/22
 DATE