

**Lake City Care Center (“The Employer”)
and
UFCW Local 1189 (“The Union”)**

Letter of Agreement – Wage Opener Agreement 2023

On March 3, 2023, UFCW Local 1189 ratified the Parties wage opener agreement that was reached on February 22, 2023.

The parties agreed to the following as reflected in the updated Appendix A - Wages:

- Effective 03/01/23: the following temporary wage augmentations set to expire on 02/28/2023 will be permanently included into the base hourly wage rate of the below classifications as follows:
 - RN: \$1.10 per hour
 - LPN: \$1.10 per hour
 - NAR: \$3.55 per hour
 - Housekeeping: \$1.55 per hour
 - Laundry: \$1.55 per hour
 - Dietary Aide: \$1.55 per hour
 - Cooks: \$1.55 per hour
- Effective 03/01/23: the following classifications will receive a market adjustment as follows:
 - NAR: 8%
 - Activity Aide: 10%
 - Cook: 18%
 - RN: 4%
 - LPN: 4%
 - Housekeeping/Dietary Aide/Laundry: 4%
 - Maintenance Assistant I & Maintenance Assistant II: 5%
- Effective 07/01/23: the following classifications will receive a market adjustment as follows:
 - RN: 1%
 - LPN: 1%
 - Housekeeping/Dietary Aide/Laundry: 1%

APPENDIX A – WAGES
Effective 03/01/2023

REGISTERED NURSE (RN)		
	3/1/2023	7/1/2023
START	\$ 36.48	\$ 36.85
2080	\$ 36.77	\$ 37.14
4160	\$ 37.12	\$ 37.49
6240	\$ 37.45	\$ 37.82
8320	\$ 37.82	\$ 38.19
10400	\$ 38.15	\$ 38.53
12480	\$ 38.43	\$ 38.82
14560	\$ 38.69	\$ 39.08
16640	\$ 39.00	\$ 39.39

LICENSED PRACTICAL NURSE (LPN)		
	3/1/2023	7/1/2023
START	\$ 28.66	\$ 28.95
2080	\$ 28.92	\$ 29.21
4160	\$ 29.21	\$ 29.51
6240	\$ 29.52	\$ 29.81
8320	\$ 29.77	\$ 30.07
10400	\$ 30.08	\$ 30.38
12480	\$ 30.32	\$ 30.63
14560	\$ 30.58	\$ 30.88
16640	\$ 30.83	\$ 31.13

NURSING ASSISTANT (NAR)		
	3/1/2023	
START	\$ 21.28	
2080	\$ 21.63	
4160	\$ 21.88	
6240	\$ 22.07	
8320	\$ 22.35	
10400	\$ 22.64	
12480	\$ 22.85	
14560	\$ 23.04	
16640	\$ 23.23	

ACTIVITY AIDES/HOSPITALITY AIDES		
	3/1/2023	
START	\$ 15.27	
2080	\$ 15.45	
4160	\$ 15.67	
6240	\$ 15.96	
8320	\$ 16.20	
10400	\$ 16.46	
12480	\$ 16.74	
14560	\$ 17.02	
16640	\$ 17.28	

LAUNDRY, HOUSEKEEPING, DIETARY AIDES		
	3/1/2023	7/1/2023
START	\$ 15.89	\$ 16.05
2080	\$ 16.07	\$ 16.23
4160	\$ 16.29	\$ 16.45
6240	\$ 16.49	\$ 16.66
8320	\$ 16.68	\$ 16.84
10400	\$ 16.83	\$ 17.00
12480	\$ 16.97	\$ 17.14
14560	\$ 17.13	\$ 17.30
16640	\$ 17.30	\$ 17.47

COOKS		
	3/1/2023	
START	\$ 19.82	
2080	\$ 20.00	
4160	\$ 20.26	
6240	\$ 20.52	
8320	\$ 20.83	
10400	\$ 21.16	
12480	\$ 21.49	
14560	\$ 21.85	
16640	\$ 22.14	

MAINTENANCE 1		
	3/1/2023	
START	\$ 18.41	
2080	\$ 18.56	
4160	\$ 18.73	
6240	\$ 18.94	
8320	\$ 19.22	
10400	\$ 19.52	
12480	\$ 19.80	
14560	\$ 20.10	
16640	\$ 20.31	

MAINTENANCE 1B		
	3/1/2023	
START	\$ 22.31	
2080	\$ 22.52	
4160	\$ 22.87	
6240	\$ 23.27	
8320	\$ 23.75	
10400	\$ 24.21	
12480	\$ 24.72	
14560	\$ 25.20	
16640	\$ 25.46	

Article 27 – WAGES

The following shift differential and TMA amounts are effective March 1, 2023.

1. **Section 27.2. Shift Differentials:** Except for Employees qualifying for the application of (B) below, for any Employee's scheduled shift which extends beyond 7:00 p.m., but ends before 11:00 p.m., the Employee shall be paid a shift differential of \$1.00 per hour for that entire shift provided the Employee's shift is four (4) hrs. or more in length. For any Employee's scheduled shift which begins between the hours of 10:30 p.m. and 4:30 a.m., the Employee shall be paid shift differential of \$1.50 per hour for that entire shift.

(B) For work schedules in excess of eight (8) hrs. per day, the shift differential shall be paid between the hours of 5:00 p.m. and 5:00 a.m. An employee shall receive \$1.00 for the hours of 5:00 p.m. to 11:00 p.m. and \$1.50 for the hours of 11:00 p.m. and 5:00 a.m.

An Employee shall be paid in the wage category in which the Employee is employed on the records of the Employer. However, if an employee by his/her request is scheduled to work in a position that places **the employee** in a different wage category, then the Employee shall be paid in that different wage category for the hours worked.

2. **Section 27.5. Trained Medication Assistant (TMA) Wage:** Trained Medical Assistants will be paid an additional \$1.50 per hour for all hours worked as a Trained Medication Assistant (TMA).

Trained Medical Assistants will be assigned hours on a rotating basis. TMAs with just cause disciplinary actions may be removed from the rotation list until performance improvement plan is successfully completed.

The changes denoted in this Letter of Understanding will be applied to the body of the Collective Bargaining Agreement ("CBA") at the time of the expiration of the current CBA consistent with any further applicable mutually agreed upon changes.

Signed;
Employer:

Lesley Williams
Lesley Williams, Sr. EE and Labor Relations Consultant

04-13-2023
Date

Union:

Abraham Wangnoo
Abraham Wangnoo, UFCW Secretary Treasurer

4-13-2023
Date