

## Cassia – Minnesota SNF Workforce Incentive Grant Hastings - 2023/2024

Distribution of Minnesota Nursing Facility Workforce Incentive grant - LOU

**Eligible employees (per state definition):**

- All nursing home team members who earn less than \$30 per hour.

**Retention Bonuses:** We value and want to encourage team members to continue working with Hastings HCC to provide exceptional care and support to the residents we serve. As added incentive to do so, we will give eligible employees a retention bonus from this grant:

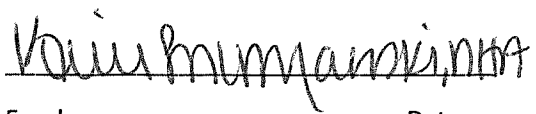
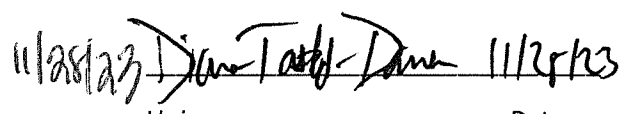
- Additional \$3.00 per hour for all worked time
- Excludes non-worked time (paid time off, holiday not worked etc)
- Maximum of \$3,000 total (\$1,000 per period below) based on State caps; maximums include sign-on and referral bonuses received during this time
- Must be employed at the time of the bonus payout and may not have submitted a resignation
- Must be in good standing; not eligible for a period in which a Final Written Warning/Disciplinary Suspension are received.

Time Period Worked	Date Bonus Paid
11/13/2023 to 02/18/2024	3/8/2024
02/19/2024 to 05/26/2024	6/14/2024
05/27/2024 to 08/18/2024	9/6/2024

**Other costs to be covered by the grant:** (in order and based on remaining funds availability)

- Additional expenses for taxes (employer FICA) and employer retirement contributions employees will receive on these bonuses.
- Recruitment/Sign-on and Referral bonuses for positions under \$30/hour.
- Employer contributions to an HSA account
- Cost to provide the Employee Assistance Program (EAP) with Vital WorkLife
- Employee meals

**Remaining Money:** If more than \$10,000.00 in grant funds remain, then the union and employer will meet to negotiate over the remaining funds. We will check in after the second period, 5/26/2024.

Employer \_\_\_\_\_ Date \_\_\_\_\_ Union \_\_\_\_\_ Date \_\_\_\_\_