

## Cassia – Minnesota SNF Workforce Incentive Grant Moose Lake (UFCW) - 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 Moose Lake Village Health Care Center 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:

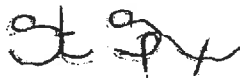
- Additional \$3.00 per hour for all worked time
- Excludes non-worked time (paid time off, holiday not worked etc)
- Maximum of \$3,000 total (\$1,000 per period below) based on State caps; maximums include sign-on and referral bonuses received during this time
- Must be employed at the time of the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

Time Period Worked	Date Bonus Paid
11/20/2023 to 02/11/2024	3/1/2024
02/12/2024 to 05/19/2024	6/7/2024
05/20/2024 to 08/25/2024	9/13/2024

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

1. Additional expenses for taxes (employer FICA) and employer retirement contributions employees will receive on these bonuses.
2. Recruitment/Sign-on and Referral bonuses for positions under \$30/hour. For the time period of the grant, any new sign-on and referral bonuses for union positions will follow the current practice of Moose Lake leadership providing notice to the union prior to implementation for review. If there is any concern or objection voiced by the union, we agree to discuss the decision/context, and reach an agreement on how to move forward with the bonus.
3. Employer contributions to an HSA account
4. Cost to provide the Employee Assistance Program (EAP) with Vital WorkLife
5. Employee meals

LMC will review spending after the first time period to review trend. It is understood that additional discussions/negotiations will occur if more than \$5,000 in grant funding remains after using the Retention Bonuses Model and items #1-2 of the "other costs" section.



12/19/23

Union Signature

Date



Moose Lake SNF Signature

Date