

**TENNATIVE AGREEMENT BETWEEN
OAKLAND PARK COMMUNITIES
AND
UNITED FOOD AND COMMERCIAL WORKERS, LOCAL 1189**

Article 20 – Basic Schedule and Rate of Pay

Effective January 1, 2024: The wages and salaries for all classifications shall receive the following across the board increases.

- A. \$2.00/ hour to each step of the Certified Nursing Assistants/ Certified Nursing Helpers/ Cooks wage scale,
- B. \$1.25/ hour to each step of the Food Service/ Housekeeping/ Laundry/ Activity Aide/ Non- Certified Nursing Helper,
- C. \$2.00/ hour to each step of the Trained Medication Aide wage scale and
- D. \$3.00/ hour to each step of the Licensed Practical Nurse wage scale.

Certified Nursing Assistants/ Certified Nursing Helpers/ Cooks

| | Start | 6 month | 1 year | 2 year | 3 year | 4 year | 5 year | 6 year | 7 year | 10 year | 15 year |
|----------|-------|---------|--------|--------|--------|--------|--------|--------|--------|---------|---------|
| 4/1/2022 | 17.60 | 18.10 | 18.60 | 18.85 | 19.10 | 19.35 | 19.60 | 20.10 | 20.60 | 21.60 | 22.60 |
| 1/1/2023 | 18.09 | 18.49 | 18.89 | 19.30 | 19.70 | 20.10 | 20.50 | 20.90 | 21.31 | 22.31 | 23.32 |
| 1/1/2024 | 20.09 | 20.49 | 20.89 | 21.30 | 21.70 | 22.10 | 22.50 | 22.90 | 23.31 | 24.31 | 25.32 |

Food Service/ Housekeeping/ Laundry/ Activity Aide / Non-Certified Nursing Helper

| | Start | 6 month | 1 year | 2 year | 3 year | 4 year | 5 year | 6 year | 7 year | 10 year | 15 year |
|----------|-------|---------|--------|--------|--------|--------|--------|--------|--------|---------|---------|
| 4/1/2022 | 15.60 | 16.10 | 16.15 | 16.85 | 17.10 | 17.35 | 17.60 | 18.10 | 18.60 | 19.60 | 20.60 |
| 1/1/2023 | 16.08 | 16.48 | 16.88 | 17.29 | 17.69 | 18.09 | 18.49 | 18.89 | 19.30 | 20.30 | 21.31 |
| 1/1/2024 | 17.33 | 17.73 | 18.13 | 18.54 | 18.94 | 19.34 | 19.74 | 20.14 | 20.55 | 21.55 | 22.56 |

Trained Medication Aide

| | Start | 6 month | 1 year | 2 year | 3 year | 4 year | 5 year | 6 year | 7 year | 10 year | 15 year |
|----------|-------|---------|--------|--------|--------|--------|--------|--------|--------|---------|---------|
| 4/1/2022 | 18.60 | 19.10 | 19.60 | 19.85 | 20.10 | 20.35 | 20.60 | 21.10 | 21.60 | 22.60 | 23.30 |
| 1/1/2023 | 19.10 | 19.50 | 19.90 | 20.30 | 20.70 | 21.11 | 21.51 | 21.91 | 22.31 | 23.32 | 24.32 |
| 1/1/2024 | 21.10 | 21.50 | 21.90 | 22.30 | 22.70 | 23.11 | 23.51 | 23.91 | 24.31 | 25.32 | 26.32 |

Licensed Practical Nurse

| | Start | 6 month | 1 year | 2 year | 3 year | 4 year | 5 year | 6 year | 7 year | 10 year | 15 year |
|----------|-------|---------|--------|--------|--------|--------|--------|--------|--------|---------|---------|
| 4/1/2022 | 21.60 | 22.10 | 22.60 | 22.85 | 23.10 | 23.35 | 23.60 | 24.10 | 24.60 | 25.60 | 26.60 |
| 1/1/2023 | 22.11 | 22.51 | 22.91 | 23.32 | 23.72 | 24.12 | 24.52 | 24.92 | 25.33 | 26.33 | 27.34 |
| 1/1/2024 | 25.11 | 25.51 | 25.91 | 26.32 | 26.72 | 27.12 | 27.52 | 27.92 | 28.33 | 29.33 | 30.34 |

Article 16 – Insurance

B. Effective January 1, 2019 ~~2024~~ the Employees will be required to pay ~~forty dollars (\$40.00)~~ **forty-five dollars (\$45.00)** per month toward the cost of their health insurance plan, Plan A, (Pre-Tax) based on the previous months hours. The Employer agrees to pay the remainder of the cost of health insurance for the term of the contract. Beginning January 1, 2022 employees may voluntarily elect to waive coverage. Once coverage is waived, employees will only be eligible for insurance if there is a qualifying event per the Plan Agreement.

Cidris Castell 12/13/23
Employer Date

Deann M. Hughes 12/13/2023
Union Date