

Letter of Understanding

Between

Benedictine Living Community - St. Anne of Winona, MN

And

United Food and Commercial Workers Union (UFCW) - Local 1189

Amend Contract Language – CBA 2/1/23 – 1/31/26

The parties agree that the new minimum hourly rates of pay for the union classifications noted below will be effective as of 2/1/2024.

Wage increases include 2.5% for February 2024, per the established contract, plus an additional .75% increase from the State of MN funded *Elderly Waiver (EW) Program* for all classifications working at Callista Court Assisted Living/Benedictine Adult Day Center. For the same classifications that work at Saint Anne Extended Healthcare, a .75% increase was approved in addition to the EW Program funding to maintain pay equity within the community. Increases will be established on the pay period beginning 2/1/24, and paid out on the paycheck dated 2/23/24.

Saint Anne Extended Healthcare	Jul-23	Feb-24	Feb-24	Feb-25
Job Classification	3%	2.50%	3.25%	4.50%
CNA Restorative	\$ 18.43	\$ 18.89	-	\$ 19.74
CNA-NAR	\$ 18.43	\$ 18.89	-	\$ 19.74
CNA-NAR Non Block *	\$ 19.69	\$ 20.18	-	\$ 21.09
CNA-NAR Night Float *	\$ 20.93	\$ 21.45	-	\$ 22.42
Cook	\$ 16.82	-	\$ 17.37	\$ 18.15
Culinary Services Aide	\$ 14.77	-	\$ 15.25	\$ 15.94
Health Unit Coordinator	\$ 16.53	\$ 16.94	-	\$ 17.71
Housekeeper	\$ 15.09	-	\$ 15.58	\$ 16.28
Housekeeper Non-Block *	\$ 16.33	-	\$ 16.86	\$ 17.62
Housekeeper Float *	\$ 16.33	-	\$ 16.86	\$ 17.62
Laundry Assistant	\$ 15.09	-	\$ 15.58	\$ 16.28
LPN	\$ 24.33	\$ 24.93	-	\$ 26.06
LPN Non Block *	\$ 25.57	\$ 26.21	-	\$ 27.39
LPN Night Float *	\$ 29.33	\$ 30.06	-	\$ 31.41
Maintenance Tech	\$ 14.88	-	\$ 15.36	\$ 16.05
Nutritional Assistant	\$ 14.49	-	\$ 14.96	\$ 15.63
Receptionist	\$ 14.49	\$ 14.85	-	\$ 15.52
RN	\$ 34.09	\$ 34.94	-	\$ 36.51
RN Non Block *	\$ 35.32	\$ 36.20	-	\$ 37.83
RN-Night Float *	\$ 39.06	\$ 40.04	-	\$ 41.84
Trained Medication Assistant (TMA)	\$ 19.82	\$ 20.31	-	\$ 21.23
Wellness Coach (CNA)	\$ 18.43	-	\$ 19.03	\$ 19.89
Wellness Coordinator	\$ 21.38	-	\$ 22.07	\$ 23.07

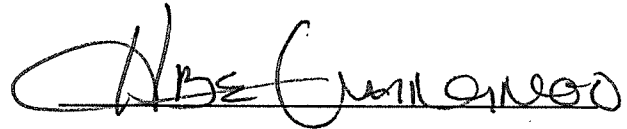
Callista Court/Benedictine Adult Day Center	Jul-23	Feb-24	Feb-24	Feb-25
Job Classification	3%	2.50%	3.25%	4.50%
Adult Day Services Assistant (CNA)	\$ 15.95	-	\$ 16.47	\$ 17.21
Care Assistant	\$ 15.95	-	\$ 16.47	\$ 17.21
Cook	\$ 16.82	-	\$ 17.37	\$ 18.15
Culinary Services Aide	\$ 14.77	-	\$ 15.25	\$ 15.94
Housekeeper	\$ 15.09	-	\$ 15.58	\$ 16.28
HUC	\$ 15.29	-	\$ 15.79	\$ 16.50
LPN	\$ 21.84	-	\$ 22.55	\$ 23.56
Maintenance Tech	\$ 14.88	-	\$ 15.36	\$ 16.05
Receptionist	\$ 13.23	-	\$ 13.66	\$ 14.27
Resident Assistant	\$ 17.31	-	\$ 17.87	\$ 18.68
RN (Adult Day)	\$ 29.09	-	\$ 30.04	\$ 31.39

Minimum wage rates for February, 2025, have also been updated above to reflect adjusted increase.

Signed:



Employer



UFCW Local 1189

Date:

2/13/2024

2/15/2024