

Letter of Understanding

Between

Cerenity Senior Care – White Bear Lake, MN

And

United Food and Commercial Workers (UFCW) Union Local 1189

Amend Contract Language – CBA 1/1/2024-12/31/2025

Effective immediately, the parties agree to add definition to the position title NAR-IT (Nursing Assistant Registered – In Training) and an hourly wage rate as \$18.00 /hour.


APPENDIX “A” – MINIMUM SCHEDULE OF WAGES AND RULES FOR ASSIGNING EXPERIENCE FOR CREDIT

- NAR-ITs do not hold an active certification and are not active on the state’s nursing assistant registry. With the position title in-training, there are not credited years of experience.
- When the certificate is obtained and someone becomes active on the state’s registry, the hourly wage rate will increase to 0 years of experience on the CNA wage scale. This change will take effect on the first full pay period following the active registry date.

Years Experience	NAR-IT
0	\$18.00



Signature Employer



Signature UFCW 1189

July 11, 2024

Date

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The parties agree to adjust/increase the Culinary Aide wage scale. The adjustment is necessary to meet Affordable Care Act (ACA) medical plan affordability standards, based on external thresholds that have changed for 2024. Minimum starting pay must be established at \$17.12 per hour, effective July 1, 2024.

In order to avoid issues with leap frogging and seniority, we would like to adjust the entire pay scale uniformly, as follows, effective July 4, 2024.

- Wage changes will be effective 7/4/24, reflected on paycheck date 7/26/24.
- Retro pay will be processed for Culinary Aides who earned less than \$17.12/hour from 7/1/24-7/3/24.

APPENDIX "A" – MINIMUM SCHEDULE OF WAGES AND RULES FOR ASSIGNING EXPERIENCE FOR CREDIT

Culinary Aide		
Years Experience	Current	Proposed New
0	\$16.50	\$17.12
1	\$16.67	\$17.29
2	\$16.84	\$17.46
3	\$17.01	\$17.64
4	\$17.18	\$17.82
5	\$17.35	\$17.99
6	\$17.52	\$18.17
7	\$17.70	\$18.35
8	\$17.88	\$18.54
9	\$18.06	\$18.72
10	\$18.24	\$18.91



Signature Employer



Signature UFCW 1189

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Date