

**Letter of Understanding
Between
Augustana Mercy Care Center
And
UFCW 1189**

**ARTICLE 21
PAID HOLIDAYS**

21.1 Holiday pay is provided for the following holidays (starting the third Monday in January 2025):

New Year's Day	Dr. Martin Luther King's Birthday	Easter Sunday
Memorial Day	Juneteenth	Independence Day
Labor Day	Indigenous Peoples' Day	Thanksgiving
Christmas Eve	Christmas Day	

Paid holidays will begin as of the begin at **midnight** of the holiday and will end at **11:59 p.m.**

21.2 All Employees who work on a holiday are paid **1.5X** holiday pay equal to the number of hours actually worked.

21.3 Only full-time hourly employees are paid for holidays not worked at their regular rate of pay (excludes shift differential) for their normal shift hours.

21.4 Employees shall not be eligible for holiday pay if absent **without the benefit of ESST** on the actual designated holiday day, the last scheduled day before a holiday or the first scheduled day after a holiday.

21.5 Employees out on an LOA are not eligible for holiday pay, except in cases where an employee is out on a full FMLA, or ESST.

21.6 **Starting in 2025 the holiday rotation will be redone to incorporate the additional holidays and employees will bid on their rotation based on seniority.**

The above proposal pertains to all UFCW members if the MN SNF Workforce Standards Board requirement on additional holidays is required to be implemented. If there is an injunction or

Nursing Assistant		
Hours	1/1/2025	7/1/2025
0	\$20.05	\$20.45
2080	\$20.30	\$20.70
4160	\$20.53	\$20.93
6240	\$20.80	\$21.20
8320	\$21.03	\$21.43
10400	\$21.32	\$21.72
12480	\$21.65	\$22.05
14560	\$21.99	\$22.39
16640	\$22.34	\$22.74
18720	\$22.65	\$23.05
20800	\$23.00	\$23.40
22880	\$23.35	\$23.75
24960	\$23.67	\$24.07
27040	\$24.01	\$24.41
29120	\$24.27	\$24.82

On Call NAR		
Hours	1/1/2025	7/1/2025
0	\$19.95	\$20.35
2080	\$20.20	\$20.60
4160	\$20.42	\$20.82
6240	\$20.69	\$21.09
8320	\$20.92	\$21.32
10400	\$21.21	\$21.61
12480	\$21.55	\$21.95
14560	\$21.89	\$22.29
16640	\$22.23	\$22.63
18720	\$22.55	\$22.95
20800	\$22.90	\$23.30
22880	\$23.24	\$23.64
24960	\$23.57	\$23.97
27040	\$23.91	\$24.31
29120	\$24.17	\$24.72

TMA		
Hours	1/1/2025	7/1/2025
0	\$21.09	\$21.49
2080	\$21.34	\$21.74
4160	\$21.57	\$21.97
6240	\$21.84	\$22.24
8320	\$22.07	\$22.47
10400	\$22.36	\$22.76
12480	\$22.69	\$23.09
14560	\$23.04	\$23.44
16640	\$23.38	\$23.78
18720	\$23.69	\$24.09
20800	\$24.04	\$24.44
22880	\$24.39	\$24.79
24960	\$24.71	\$25.11
27040	\$25.05	\$25.45
29120	\$25.31	\$25.86

Cook Supervisor		
Hours	1/1/2025	7/1/2025
0	\$21.56	\$21.96
2080	\$21.75	\$22.15
4160	\$21.99	\$22.39
6240	\$22.17	\$22.57
8320	\$22.39	\$22.79
10400	\$22.61	\$23.01
12480	\$22.83	\$23.23
14560	\$23.04	\$23.44
16640	\$23.25	\$23.65
18720	\$23.47	\$23.87
20800	\$23.69	\$24.09
22880	\$23.92	\$24.32
24960	\$24.15	\$24.55
27040	\$24.38	\$24.78
29120	\$24.61	\$25.01
31200	\$24.85	\$25.40

Housekeeping		
Hours	1/1/2025	7/1/2025
0	\$15.75	\$16.15
2080	\$16.16	\$16.56
4160	\$16.65	\$17.05
6240	\$17.58	\$17.98
8320	\$17.88	\$18.28
10400	\$18.17	\$18.57
12480	\$18.50	\$18.90
14560	\$18.81	\$19.21
16640	\$19.11	\$19.51
18720	\$19.42	\$19.82
20800	\$19.73	\$20.13
22880	\$20.05	\$20.45
24960	\$20.36	\$20.76
27040	\$20.68	\$21.08
29120	\$20.98	\$21.38
31200	\$21.32	\$21.87

Activity Aide		
Hours	1/1/2025	7/1/2025
0	\$15.75	\$16.15
2080	\$16.16	\$16.56
4160	\$16.65	\$17.05
6240	\$17.58	\$17.98
8320	\$17.88	\$18.28
10400	\$18.17	\$18.57
12480	\$18.50	\$18.90
14560	\$18.81	\$19.21
16640	\$19.11	\$19.51
18720	\$19.42	\$19.82
20800	\$19.73	\$20.13
22880	\$20.05	\$20.45
24960	\$20.36	\$20.76
27040	\$20.68	\$21.08
29120	\$20.98	\$21.38
31200	\$21.32	\$21.87

Dietary Aide		
Hours	1/1/2025	7/1/2025
0	\$15.75	\$16.15
2080	\$16.16	\$16.56
4160	\$16.65	\$17.05
6240	\$17.58	\$17.98
8320	\$17.88	\$18.28
10400	\$18.17	\$18.57
12480	\$18.50	\$18.90
14560	\$18.81	\$19.21
16640	\$19.11	\$19.51
18720	\$19.42	\$19.82
20800	\$19.73	\$20.13
22880	\$20.05	\$20.45
24960	\$20.36	\$20.76
27040	\$20.68	\$21.08
29120	\$20.98	\$21.38
31200	\$21.32	\$21.87

Cook		
Hours	1/1/2025	7/1/2025
0	\$18.33	\$18.73
2080	\$18.76	\$19.16
4160	\$19.20	\$19.60
6240	\$20.13	\$20.53
8320	\$20.44	\$20.84
10400	\$20.75	\$21.15
12480	\$21.05	\$21.45
14560	\$21.34	\$21.74
16640	\$21.65	\$22.05
18720	\$21.99	\$22.39
20800	\$22.28	\$22.68
22880	\$22.58	\$22.98
24960	\$22.90	\$23.30
27040	\$23.20	\$23.60
29120	\$23.51	\$23.91
31200	\$23.84	\$24.39

OV Caregiver w/o C.N.A.		
Hours	1/1/2025	7/1/2025
0	\$17.32	\$17.72
2080	\$17.53	\$17.93
4160	\$17.76	\$18.16
6240	\$17.98	\$18.38
8320	\$18.20	\$18.60
10400	\$18.41	\$18.81
12480	\$18.68	\$19.08
14560	\$18.98	\$19.38
16640	\$19.29	\$19.69
18720	\$19.59	\$19.99
20800	\$19.88	\$20.28
22880	\$20.18	\$20.58
24960	\$20.50	\$20.90
27040	\$20.79	\$21.19
29120	\$21.08	\$21.48
31200	\$21.32	\$21.87

Caregiver w/ C.N.A.		
Hours	1/1/2025	7/1/2025
0	\$18.51	\$18.91
2080	\$18.74	\$19.14
4160	\$18.98	\$19.38
6240	\$19.22	\$19.62
8320	\$19.44	\$19.84
10400	\$19.69	\$20.09
12480	\$19.99	\$20.39
14560	\$20.29	\$20.69
16640	\$20.62	\$21.02
18720	\$20.94	\$21.34
20800	\$21.27	\$21.67
22880	\$21.60	\$22.00
24960	\$21.93	\$22.33
27040	\$22.24	\$22.64
29120	\$22.58	\$22.98
31200	\$22.81	\$23.36

Activity Aide OV		
Hours	1/1/2025	7/1/2025
0	\$14.76	\$15.16
2080	\$14.96	\$15.36
4160	\$15.18	\$15.58
6240	\$15.40	\$15.80
8320	\$15.60	\$16.00
10400	\$15.81	\$16.21
12480	\$16.06	\$16.46
14560	\$16.36	\$16.76
16640	\$16.64	\$17.04
18720	\$16.94	\$17.34
20800	\$17.22	\$17.62
22880	\$17.53	\$17.93
24960	\$17.80	\$18.20
27040	\$18.10	\$18.50
29120	\$18.39	\$18.79
31200	\$18.61	\$19.16

Effective December 30, 2024 paid out on the January 17, 2025 payroll and June 30, 2025 paid out on the July 18, 2025 payroll.

the legislation is otherwise paused or eliminated, or amended to allow diminution, the existing Article 21 will revert back to the 2023-2026 contract language.

The current language under Article 21 Holidays for the 2023-2026 will remain in the CBA as a LOU for reference.

ARTICLE 27
WAGES

27.1 Base Hourly Rates: Effective January 1, 2025, current employees shall receive the negotiated increase to their hourly base rate of pay and the wage grid adjusted accordingly. (See attached for negotiated wage increases and effective dates.)-Employee would move to new wage at the beginning of the pay period following the pay period that the step hours requirement is met.

If an Employee by their request is scheduled to work in a different classification than their Primary Classification, then the Employee shall be paid at the wage rate for that classification.

Ashley Zuk 11/19/2024
Employer Date

[Signature] 11/19/2024
Union Date