

Letter of Understanding
Between
Augustana Hastings
And
UFCW LOCAL 1189

RE: Wages

Hastings Senior Health and Living SNF Hiring Grid
Pay period containing January 1, 2026

1 year of service is equal to 2080	Start	2080	4160	6240	8320	10400	12480	14560	16640	18720	20800	22880	24960	27040	29,120	31,200
NAR	#REF!															
TMA proposed	#REF!															
Cook Proposed	\$20.68	\$21.03	\$21.39	\$21.75	\$22.12	\$22.50	\$22.88	\$23.27	\$23.67	\$24.07	\$24.48	\$24.89	\$25.32	\$25.75	\$26.18	\$26.97
Lndry, Culinary, RCA TA	\$19.00	\$19.32	\$19.65	\$19.99	\$20.33	\$20.67	\$21.02	\$21.38	\$21.74	\$22.11	\$22.49	\$22.87	\$23.26	\$23.66	\$24.06	\$24.78

SHIFT DIFFERENTIAL:	Evenings	Nights
All in Cook and Aide scales	\$ 1.25	\$ 1.50
TMA and NAR	\$1.50	\$1.75

On-Call Differential	\$1.00
Grandfathered for NAR	
Lemlem Gebremichael	
Kiley Braatz	

Cassia Connect
NA Trainin \$19.00

On Call Wage no longer paid effective 1/1/24 for status changes to OC. Curent OC employees are grandfathered until a status changes occurs.

Agreement Date: _____

Employer Signature: _____

Union Signature: _____

 _____
Union Representative Date

Kim M. Szymanski, NHA 3/5/2026

Employer Representative Date