

ADDENDUM B

**LETTER OF UNDERSTANDING BETWEEN
AUGUSTANA MERCY CARE CENTER, L.L.C.
UNITED FOOD & COMMERCIAL WORKERS UNION LOCAL NO. 1189
REGARDING EFFECTIVE JANUARY 1, 2020 WAGE SCALE AGREEMENT**

Nursing Assistant	
-	
Start/2080	\$15.11
4160	\$15.33
6240	\$15.55
8320	\$15.79
10400	\$16.00
12480	\$16.27
14560	\$16.57
16640	\$16.88
18720	\$17.19
20800	\$17.48
22880	\$17.79
24960	\$18.10
27040	\$18.40
29120	\$18.70
31200	\$19.25

Universal Worker	
Start	\$10.60
2080	\$10.80
4160	\$11.01
6240	\$11.23
8320	\$11.45
10400	\$11.66
12480	\$11.90
14560	\$12.11
16640	\$12.36
18720	\$12.60
20800	\$12.83
22880	\$13.09
24960	\$13.35
27040	\$13.61
29120	\$13.86
31200	\$14.14

Activity Aide	
Start	\$12.48
2080	\$12.84
4160	\$13.24
6240	\$14.01
8320	\$14.26
10400	\$14.51
12480	\$14.78
14560	\$15.04
16640	\$15.29
18720	\$15.55
20800	\$15.81
22880	\$16.07
24960	\$16.33
27040	\$16.58
29120	\$16.85
31200	\$17.13

NAR on-call rate is \$1.00 above base rate for those with less than 1 year experience on 1/1/20 and anyone's status who becomes on-call after 1/1/20 regardless of length of employment; NAR's with a status of On-call status as of 1/1/20 with one or more years experience with remain at \$2 unless the have a status change.

**TMA receive \$1.00/hour above base rate
NOC differential \$1.00/hour above base rate**

Cook Supervisor Not being used	
Start	\$17.49
2080	\$17.66
4160	\$17.84
6240	\$18.01
8320	\$18.19
10400	\$18.38
12480	\$18.55
14560	\$18.74
16640	\$18.91
18720	\$19.11
20800	\$19.28
22880	\$19.48
24960	\$19.66
27040	\$19.87
29120	\$20.05
31200	\$20.26

Cook	
Start	\$14.78
2080	\$15.14
4160	\$15.52
6240	\$16.29
8320	\$16.55
10400	\$16.81
12480	\$17.07
14560	\$17.32
16640	\$17.58
18720	\$17.85
20800	\$18.10
22880	\$18.35
24960	\$18.62
27040	\$18.88
29120	\$19.14
31200	\$19.42

Dietary Aide	
Start	\$12.48
2080	\$12.84
4160	\$13.24
6240	\$14.01
8320	\$14.26
10400	\$14.51
12480	\$14.78
14560	\$15.04
16640	\$15.29
18720	\$15.55
20800	\$15.81
22880	\$16.07
24960	\$16.33
27040	\$16.58
29120	\$16.85
31200	\$17.13

Home Health Aide w/o C.N.A.	
Start	\$12.67
2080	\$12.85
4160	\$13.05
6240	\$13.24
8320	\$13.43
10400	\$13.62
12480	\$13.85
14560	\$14.11
16640	\$14.38
18720	\$14.99
20800	\$14.90
22880	\$15.17
24960	\$15.44
27040	\$15.70
29120	\$15.95
31200	\$16.16

Home Health Aide w/ C.N.A	
Start	\$13.70
2080	\$13.88
4160	\$14.08
6240	\$14.27
8320	\$14.46
10400	\$14.65
12480	\$14.88
14560	\$15.14
16640	\$15.41
18720	\$16.02
20800	\$15.93
22880	\$16.20
24960	\$16.47
27040	\$16.73
29120	\$16.98
31200	\$17.19

OV Activity Assistant	
Start	\$11.64
2080	\$11.81
4160	\$11.99
6240	\$12.16
8320	\$12.34
10400	\$12.51
12480	\$12.73
14560	\$12.97
16640	\$13.20
18720	\$13.45
20800	\$13.69
22880	\$13.94
24960	\$14.17
27040	\$14.41
29120	\$14.66
31200	\$14.84

Housekeeping	
Start	\$12.48
2080	\$12.84
4160	\$13.24
6240	\$14.01
8320	\$14.26
10400	\$14.51
12480	\$14.78
14560	\$15.04
16640	\$15.29
18720	\$15.55
20800	\$15.81
22880	\$16.07
24960	\$16.33
27040	\$16.58
29120	\$16.85
31200	\$17.13

OV Housekeeping	
Start	\$11.64
2080	\$11.81
4160	\$11.99
6240	\$12.16
8320	\$12.34
10400	\$12.51
12480	\$12.73
14560	\$12.97
16640	\$13.20
18720	\$13.45
20800	\$13.69
22880	\$13.94
24960	\$14.17
27040	\$14.41
29120	\$14.66
31200	\$14.84

EMPLOYER:

UNION

By: Shawna Smith, LNHA
 Augustana Mercy Care Center, L.L.C.

By: Melva Hecker
 UFCW Local No. 1189

Date: 2/10, 2020
~~2016~~ SS

Date: 2-5-2020

By: [Signature]
 Augustana Mercy Care Center, L.L.C.

By: [Signature]
 UFCW Local No. 1189

Date: 2/10/2020, 2016 SS

Date: 2/5/2020

By: _____
 Augustana Mercy Care Center, L.L.C.

By: [Signature]
 UFCW Local No. 1189

Date: _____, 2016 SS

Date: 11 Feb 2020