

EXHIBIT NO. 1

WAGE RATES, BASED UPON COMPENSATED HOURS AS OF October 1, 2014:

<u>Nursing Assistants (Registered) NARs :</u>			<u>Classification: Activity Aides</u>	
Compensated Hours	Hourly Base Rate	On-Call NAR Rate	Compensated Hours	Hourly Base Rate
Start	\$11.33	\$11.84	Start	\$10.63
2080	\$11.89	\$12.35	2080	\$10.95
4160	\$12.15	\$12.86	4160	\$11.27
6240	\$12.42		6240	\$11.95
8320	\$12.68		8320	\$12.18
10400	\$12.93		10400	\$12.40
12480	\$13.19		12480	\$12.58
14560	\$13.45		14560	\$12.85
16640	\$13.70		16640	\$13.08
18720	\$13.96		18720	\$13.30
20800	\$14.22		20800	\$13.53
22880	\$14.47		22880	\$13.75
24960	\$14.73		24960	\$13.98
27040	\$14.98		27040	\$14.21
29120	\$15.24		29120	\$14.43
31200	\$15.44		31200	\$14.68

Classification: Housekeeping Aides

Compensated Hours	Hourly Base Rate
Start	\$10.63
2080	\$10.95
4160	\$11.27
6240	\$11.95
8320	\$12.18
10400	\$12.40
12480	\$12.58
14560	\$12.85
16640	\$13.08
18720	\$13.30
20800	\$13.53
22880	\$13.75
24960	\$13.98
27040	\$14.21
29120	\$14.43
31200	\$14.68

Classification: Universal Worker

Compensated Hours	Hourly Base Rate
Start	\$9.70
2080	\$9.89
4160	\$10.09
6240	\$10.29
8320	\$10.50
10400	\$10.70
12480	\$10.92
14560	\$11.13
16640	\$11.36
18720	\$11.58
20800	\$11.81
22880	\$12.05
24960	\$12.29
27040	\$12.53
29120	\$12.78
31200	\$13.04