

Letter of Understanding  
By and Between  
UFCW Local 1189  
And  
Augustana Health Care Center of Hastings

Plus 1:

The facility would like the verbiage in the "Letter of Understanding" regarding mandations to read:

Employees who refuse mandation once will incur one (1) attendance point. If/when an employee refuses a second mandation they will incur two (2) attendance points. Each subsequent declination of a mandation, when the employee is first on the list for mandation, will result in two (2) penalty points. Effective after the ratification of the contract.

Section 7.6(a)

Change in verbiage:

Employees will have a **ninety (90) day** probationary period. The probationary period for employees may be extended by an additional thirty (30) days with notice to the Union, by the Employer, in writing. This change will be effective after the ratification of the contract.

This change of verbiage is in exchange for an additional one percent (1%) wage increase, to be a total of eight percent (8%), to all existing bargaining unit wages and steps. Thus, the total increase to existing hourly rates for bargaining unit staff wages will increase eight percent (8%) as of 1/1/16. All steps, including over-scale wages, will increase by eight percent (8%) effective 1/1/16.

8% wage increase across the board effective January 1, 2016

Nursing Assistants. TMA's. Quality Assurance Aides:

<u>Hours</u>	<u>October 1, 2014</u>	<u>January 1, 2016</u>
Hire	\$11.62	\$12.55
2,080	\$11.95	\$12.91
4,160	\$12.21	\$13.19
6,240	\$12.48	\$13.48
8,320	\$12.76	\$13.78
10,400	\$13.04	\$14.08
12,480	\$13.32	\$14.39
14,560	\$13.63	\$14.72
16,640	\$13.93	\$15.04
18,720	\$14.27	\$15.41
20,800	\$14.58	\$15.75
22,880	\$14.90	\$16.09
24,960	\$15.26	\$16.48
27,040	\$15.82	\$17.09

Over-scale: 8% wage increase effective January 1, 2016

On-call NAR

	<u>October 1, 2014</u>	<u>January 1, 2016</u>
Start	\$14.73	\$15.91
2,080	\$15.32	\$16.55
8,320	\$15.72	\$16.98

Over-scale: 8% wage increase effective January 1, 2016

Therapeutic Program/Dietary/Environmental Services

	<u>October 1, 2014</u>	<u>January 1, 2016</u>
Hire	\$10.73	\$11.59
2,080	\$11.05	\$11.93
4,160	\$11.29	\$12.19
6,240	\$11.55	\$12.47
8,320	\$11.81	\$12.75
10,400	\$12.07	\$13.04
12,480	\$12.34	\$13.33
14,560	\$12.63	\$13.64
16,640	\$12.89	\$13.92
18,720	\$13.18	\$14.23
20,800	\$13.48	\$14.56
22,880	\$13.78	\$14.88
24,960	\$14.09	\$15.22
27,040	\$14.37	\$15.52
29,120	\$14.70	\$15.88
31,200	\$15.25	\$16.47

Over-scale: 8% wage increase effective January 1, 2016

FOR THE EMPLOYER  
AUGUSTANA HEALTH CARE  
CENTER OF HASTINGS

Name

Kay M Schumacher

Date

FOR THE UNION  
UNITED FOOD AND COMMERCIAL  
WORKERS LOCAL 1189

Name

10 Dec 15

Date