

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

Add to Article 1, Section 1.4 as the 4th paragraph

A Union Representative will be allowed to have a fifteen (15) minute session with newly hired employees immediately following any company new hire orientation; when this is not possible, the Union Representative will be allowed to schedule a visit when the new hire (or rehire) is on the schedule if they have not met with a Union Representative.

Nursing Assistants, TMA's, Quality Assurance Aides

<u>Hours</u>	<u>10/01/16</u>	<u>11/01/17</u>
Hire	\$12.80	\$14.02
2080	\$13.17	\$14.36
4160	\$13.45	\$14.59
6240	\$13.75	\$14.85
8320	\$14.06	\$15.11
10400	\$14.36	\$15.37
12480	\$14.68	\$15.63
14560	\$15.01	\$15.91
16640	\$15.34	\$16.18
18720	\$15.72	\$16.51
20800	\$16.07	\$16.79
22880	\$16.41	\$17.07
24960	\$16.81	\$17.48
27040	\$17.43	\$18.13

Effective 11/01/17 4% over-scale increase.

On-call NAR

<u>Hours</u>	<u>10/01/16</u>	<u>11/01/17</u>
Start	\$16.23	\$16.88
2080	\$16.88	\$17.56
8320	\$17.32	\$18.01

Therapeutic Program/Dietary/Environmental Services/RCA's

<u>Hours</u>	<u>10/01/16</u>	<u>11/01/17</u>
Hire	\$11.82	\$12.29
2080	\$12.17	\$12.66
4160	\$12.43	\$12.93
6240	\$12.72	\$13.23
8320	\$13.01	\$13.53
10400	\$13.30	\$13.83
12480	\$13.60	\$14.14
14560	\$13.91	\$14.47
16640	\$14.20	\$14.77
18720	\$14.51	\$15.09
20800	\$14.85	\$15.44
22880	\$15.18	\$15.79
24960	\$15.52	\$16.14
27040	\$15.83	\$16.46
29120	\$16.20	\$16.85
31200	\$16.80	\$17.47

Effective 11/01/17 4% over-scale increase

Cooks: Day cook \$1.00 Night cook .75

Letter of Understanding

Mandatory Hours

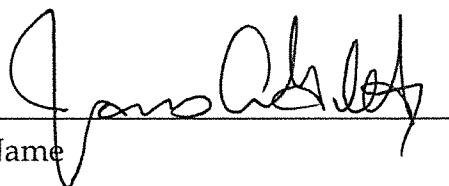
Note: The parties have agreed to move, as soon as possible the Mandating Situation to a Labor Management Committee (Section 22.1). The Federal Mediation and Conciliation Service (FMCS) will be providing us with dates to get the training done and the meetings started.

The parties have agreed to hold the Mandating Grievances in abeyance as we go through the Labor Management Committee process.

FOR THE EMPLOYER
AUGUSTANA HEALTH CARE
CENTER OF HASTINGS

FOR THE UNION
UNITED FOOD & COMMERCIAL
WORKERS LOCAL 1189


Name


Name

12-27-17
Date

27 Dec 17
Date