

**Tentative Agreement  
Between  
Emeralds of Grand Rapids and UFCW 1189  
September 13, 2019**

	Start	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years	9 Years	10 Years
Care Assistant	\$11.55										
C.N.A.	\$ 15.00	\$ 15.29	\$ 15.59	\$ 15.91	\$ 16.23	\$ 16.47	\$ 16.72	\$ 16.96	\$ 17.21	\$ 17.39	\$ 17.91
Housekeeping/Laundry/Dietary	\$ 12.08	\$ 12.32	\$ 12.56	\$ 12.82	\$ 13.07	\$ 13.27	\$ 13.47	\$ 13.68	\$ 13.87	\$ 14.02	\$ 14.44
Maintenance	\$ 12.60	\$ 12.85	\$ 13.11	\$ 13.37	\$ 13.64	\$ 13.85	\$ 14.06	\$ 14.27	\$ 14.48	\$ 14.62	\$ 15.06
Activities/Cook	\$ 13.14	\$ 13.40	\$ 13.67	\$ 13.94	\$ 14.22	\$ 14.42	\$ 14.64	\$ 14.86	\$ 15.08	\$ 15.24	\$ 15.68

Off-Scale will receive the same percentage increase as the respective job title increase.

Josh Legun                      9/19/19  
Monarch                              Date

Paula Bayl  
UFCW                                      Date

Effective NOV 1st 2019