

Franciscan Health Center
And
United Food and Commercial Workers Union Local 1189

Letter of Understanding – 06/01/2019

The Employer and the Union are parties to a written collective bargaining agreement in effect from October 1, 2018 through September 30, 2021, (CBA). The parties recently agreed to changes in Addendum A, Schedule of Wages, and arrived at an agreement to amend the CBA as follows:

Addendum A, Schedule of Wages:
Replace Schedule A with the following new wage rate scale:

FRANCISCAN HEALTH CENTER

UFCW					
Certified Nursing Assistants					

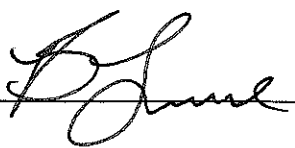
Effective Date: 1/1/2018 1/1/2019 6/1/2019 1/1/2020 1/1/2021

START	\$	12.57	\$13.51	\$15.00	\$15.00	\$15.30
1 Year	\$	12.88	\$13.85	\$15.20	\$15.40	\$15.55
2 Years	\$	13.35	\$14.35	\$15.40	\$15.60	\$15.82
3 Years	\$	14.00	\$15.05	\$15.60	\$15.80	\$16.59
4 Years	\$	14.46	\$15.54	\$15.80	\$16.59	\$17.42
5 Years	\$	14.92	\$16.04	\$16.04	\$16.84	\$17.68
6 Years	\$	15.27	\$16.42	\$16.42	\$17.24	\$18.10
7 Years	\$	15.84	\$17.03	\$17.03	\$17.88	\$18.77
8 Years	\$	16.13	\$17.34	\$17.34	\$18.21	\$19.12
9 Years	\$	16.20	\$17.42	\$17.42	\$18.29	\$19.20
10 Years	\$	16.59	\$17.83	\$17.83	\$18.73	\$19.66
15 Years	\$	16.98	\$18.25	\$18.25	\$19.17	\$20.12
20 Years	\$	17.27	\$18.57	\$18.57	\$19.49	\$20.47
25 Years	\$	17.55	\$18.87	\$18.87	\$19.81	\$20.80

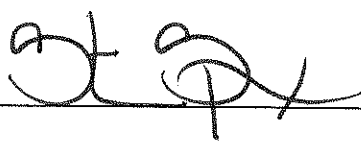
This Letter of Understanding shall be considered part of the CBA as fully set forth in the CBA.

For the Employer

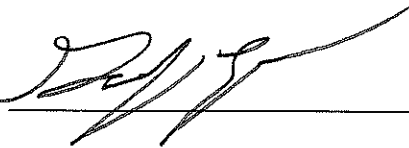
For the Union:



8-6-2019
Date



6 AUG 19
Date



8-06-2019
Date



Karen Black
8-6-19
Date