

**Letter Of Understanding
By And Between
UFCW Local 1189
And
Highland Chateau Service and Maintenance**

Health Dimension Group d/b/a Highland Chateau and UFCW Local 1189 have reached the following agreement on the parties' re-opener.

Wage increase

APPENDIX "A" – WAGES

CNA's, Cooks, Maintenance, & Janitors

<u>Hours</u>	<u>10/1/15</u>	<u>10/1/2016</u>
Start	\$12.41	\$12.69
520 Hours	\$12.80	\$13.09
1040 Hours	\$12.97	\$13.26
2080 Hours	\$13.25	\$13.55
3120 Hours	\$13.36	\$13.66
4160 Hours	\$13.54	\$13.84
5200 Hours	\$13.99	\$14.30
6240 Hours	\$14.50	\$14.83
7280 Hours	\$14.86	\$15.15
8320 Hours	\$15.24	\$15.58
9360 Hours	\$15.70	\$16.05
10400 Hours	\$17.00	\$17.38

Housekeeping, Laundry, & Dietary Aides

<u>Hours</u>	<u>10/1/15</u>	<u>10/1/2016</u>
Start	\$10.03	\$10.20
520 Hours	\$10.38	\$10.61
1040 Hours	\$10.49	\$10.75
2080 Hours	\$10.81	\$11.05
3120 Hours	\$11.04	\$11.29
4160 Hours	\$11.47	\$11.73
5200 Hours	\$11.95	\$12.22
6240 Hours	\$12.64	\$12.92
7280 Hours	\$13.20	\$13.50
8320 Hours	\$13.70	\$14.01
9360 Hours	\$14.05	\$14.37
10400 Hours	\$15.46	\$15.81

Health Insurance

Effective January 1, 2017 the following language shall supplant the language currently appearing in Section 17.1 of the 10/1/15 – 9/30/17 collective bargaining agreement.

Effective January 1, 2017, the Employer shall pay the relevant amount in the table below towards the total cost of the monthly health insurance premium:

Coverage Level	Employer's Contribution toward the total Cost of the monthly premium
Single	\$463.73
Single Plus One	\$728.37
Family	\$936.43

The amounts set forth in the table above for these respective coverage levels shall apply regardless of the plan option selected by the employee.

The employee shall pay the remaining amount towards the cost of the monthly premiums. The employee's share of the premium costs will be deducted from the employee's paychecks.

SIGNED AND DATED THIS 22nd DAY OF June 2017.

FOR THE EMPLOYER
HIGHLAND CHATEAU LPNS

Pat Vailles
Name
6/22/2017
Date

FOR THE UNION
UFCW LOCAL 1189

Jeanine O'wuser
Name
6/22/2017
Date