

Letter of Understanding
By and between
UFCW Local 1189
And
Kinnic Health and Rehabilitation

NAR's and Restorative Nursing Assistants Wage Scale

Retro to the First full pay period after:

(YOE)	<u>Current</u>	<u>4/1/2019</u>
0	\$14.78	\$14.89
6 months	\$14.94	\$15.05
1 year	\$15.12	\$15.23
2 years	\$15.40	\$15.52
3 years	\$15.84	\$15.96
4years	\$16.30	\$16.42
5 years	\$16.74	\$16.87
6 years	\$17.01	\$17.14
7 years	\$17.30	\$17.43
8 years	\$17.57	\$17.70
9 years	\$17.85	\$17.98
10 years	\$18.12	\$18.26

RNA's are paid a \$1.00/hour differential

The same % **and or** \$ increase will apply to those who are off scale or above scale on the same dates.

Housekeeping, Laundry, Activity Aides, Hospitality Aides Wage Scale

Retro to the First full pay period after:

(YOS)	<u>Current</u>	<u>4/1/2019</u>
0	\$12.18	\$12.27
6 months	\$12.34	\$12.43
1 year	\$12.53	\$12.62
2 years	\$12.68	\$12.78
3 years	\$12.85	\$12.95
4 years	\$13.02	\$13.12
5 years	\$13.19	\$13.29

The same % **and or** \$ increase will apply to those who are off scale or above scale on the same dates.

Dietary Cooks

Retro to the First full pay period after:

(YOS)	<u>Current</u>	<u>4/1/2019</u>
0	\$11.65	\$11.74
6 months	\$11.75	\$11.84
1 year	\$11.85	\$11.94
2 years	\$11.95	\$12.04
3 years	\$12.50	\$12.59
4 years	\$12.70	\$12.80
5 years	\$12.90	\$13.00
5 + years	\$13.10	\$13.20

The same % and or \$ increase will apply to those who are off scale or above scale on the same dates.

Those who were off scale or above scale in the last bargaining will be consider to be the same.

Dietary Aides

Retro to the First full pay period after:

(YOS)	<u>Current</u>	<u>4/1/2019</u>
0	\$10.00	\$10.08
6 months	\$10.10	\$10.18
1 year	\$10.20	\$10.28
2 years	\$10.30	\$10.38
3 years	\$10.50	\$10.58
4 years	\$10.70	\$10.78
5 years	\$10.90	\$10.98
5 + years	\$11.10	\$11.18

The same % and or \$ increase will apply to those who are off scale or above scale on the same dates.

Those who were off scale or above scale in the last bargaining will be consider to be the same.

FOR THE EMPLOYER

Kevin Shumanna, NHA
Name

5/23/2019
Date

FOR THE UNION

[Signature]
Name

23 May 19
Date