

**Letter of Understanding between
Augustana Mercy Care Center
and
UFCW 1189**

**ARTICLE 27
WAGES**

27.1 Base Hourly Rates: Wage rates for Employer's Employees, as of the Effective Date of this Agreement, shall be set forth in an Addendum to a Letter of Understanding between the parties. Employee would move to new wage at the beginning of the pay period following the pay period that the step hours requirement is met.

Effective the first day of the pay period closest to **January 1, 2021, January 1, 2022 and January 1, 2023** current employees shall receive the negotiated increase to their hourly base rate of pay and the wage grid adjusted accordingly. (See addendum for negotiated wage increases and effective dates)

If an Employee by his/her request is scheduled to work in a different classification than his or her Primary Classification, then the Employee shall be paid at the wage rate for that classification.

If the health care center reaches a census of 65 residents for two consecutive months, the parties shall meet and negotiate midterm pay adjustments for all classifications with the exception of CNA and TMA.

27.2 Night Shift Differential: The night shift differential is \$1.00 per hour (Service Employees). Beginning January 1, 2022 the night shift differential shall be \$2.00 per hour. The night shift differential is for those employees who work the night shift only or an employee mandated from the night shift into the morning shift. Day shift employees who begin work earlier than 7 a.m. are ineligible to receive this differential.

Shauna Smith 11/3/2021
AAMC Date

[Signature] 3 NOV 21
UFCW Date

Moose Lake UFCW Proposal 10-2021

Add \$1/hour to Night shift differential NAR/TMA; new total \$2.00/hour

NAR		\$2.00		1%		TMA		\$2.00		1%		Housekeeper		6.5%	
Step	2021	Nov 8, 2021	Jan 3, 2022	Step	2021	Nov 8, 2021	Jan 3, 2022	Step	2021	Nov 8, 2021	Jan 3, 2022	Step	2021	Jan 3, 2022	
1	\$ 15.87	\$ 17.87	\$ 18.05	1	\$ 16.87	\$ 18.87	\$ 19.05	1	\$ 12.89	\$ 13.73					
2	\$ 16.11	\$ 18.11	\$ 18.29	2	\$ 17.11	\$ 19.11	\$ 19.30	2	\$ 13.26	\$ 14.12					
3	\$ 16.33	\$ 18.33	\$ 18.51	3	\$ 17.33	\$ 19.33	\$ 19.52	3	\$ 13.67	\$ 14.56					
4	\$ 16.58	\$ 18.58	\$ 18.77	4	\$ 17.58	\$ 19.58	\$ 19.78	4	\$ 14.47	\$ 15.41					
5	\$ 16.80	\$ 18.80	\$ 18.99	5	\$ 17.80	\$ 19.80	\$ 20.00	5	\$ 14.72	\$ 15.68					
6	\$ 17.08	\$ 19.08	\$ 19.27	6	\$ 18.08	\$ 20.08	\$ 20.28	6	\$ 14.98	\$ 15.95					
7	\$ 17.40	\$ 19.40	\$ 19.59	7	\$ 18.40	\$ 20.40	\$ 20.60	7	\$ 15.26	\$ 16.25					
8	\$ 17.72	\$ 19.72	\$ 19.92	8	\$ 18.72	\$ 20.72	\$ 20.93	8	\$ 15.53	\$ 16.54					
9	\$ 18.05	\$ 20.05	\$ 20.25	9	\$ 19.05	\$ 21.05	\$ 21.26	9	\$ 15.79	\$ 16.82					
10	\$ 18.35	\$ 20.35	\$ 20.55	10	\$ 19.35	\$ 21.35	\$ 21.56	10	\$ 16.05	\$ 17.10					
11	\$ 18.68	\$ 20.68	\$ 20.89	11	\$ 19.68	\$ 21.68	\$ 21.90	11	\$ 16.32	\$ 17.38					
12	\$ 19.01	\$ 21.01	\$ 21.22	12	\$ 20.01	\$ 22.01	\$ 22.23	12	\$ 16.59	\$ 17.67					
13	\$ 19.32	\$ 21.32	\$ 21.53	13	\$ 20.32	\$ 22.32	\$ 22.54	13	\$ 16.86	\$ 17.96					
14	\$ 19.34	\$ 21.34	\$ 21.55	14	\$ 20.64	\$ 22.64	\$ 22.87	14	\$ 17.12	\$ 18.23					
15	\$ 19.89	\$ 21.89	\$ 22.11	15	\$ 20.89	\$ 22.89	\$ 23.12	15	\$ 17.40	\$ 18.53					
				16	\$ 20.89	\$ 22.89	\$ 23.12	16	\$ 17.69	\$ 18.84					

Univ Writer		6.5%		Cook		6.5%		Dr. Aides		6.5%	
Step	2021	Jan 3, 2022	Step	2021	Jan 3, 2022	Step	2021	Jan 3, 2022	Step	2021	Jan 3, 2022
1	\$ 10.94	\$ 11.65	1	\$ 15.26	\$ 16.25	1	\$ 12.89	\$ 13.73			
2	\$ 11.15	\$ 11.87	2	\$ 15.63	\$ 16.65	2	\$ 13.26	\$ 14.12			
3	\$ 11.37	\$ 12.11	3	\$ 16.02	\$ 17.06	3	\$ 13.67	\$ 14.56			
4	\$ 11.59	\$ 12.34	4	\$ 16.82	\$ 17.91	4	\$ 14.47	\$ 15.41			
5	\$ 11.82	\$ 12.59	5	\$ 17.09	\$ 18.20	5	\$ 14.72	\$ 15.68			
6	\$ 12.04	\$ 12.82	6	\$ 17.36	\$ 18.49	6	\$ 14.98	\$ 15.95			
7	\$ 12.29	\$ 13.09	7	\$ 17.62	\$ 18.77	7	\$ 15.26	\$ 16.25			
8	\$ 12.50	\$ 13.31	8	\$ 17.88	\$ 19.04	8	\$ 15.53	\$ 16.54			
9	\$ 12.76	\$ 13.59	9	\$ 18.15	\$ 19.33	9	\$ 15.79	\$ 16.82			
10	\$ 13.01	\$ 13.86	10	\$ 18.43	\$ 19.63	10	\$ 16.06	\$ 17.10			
11	\$ 13.25	\$ 14.11	11	\$ 18.69	\$ 19.90	11	\$ 16.32	\$ 17.38			
12	\$ 13.52	\$ 14.40	12	\$ 18.95	\$ 20.18	12	\$ 16.59	\$ 17.67			
13	\$ 13.78	\$ 14.68	13	\$ 19.23	\$ 20.48	13	\$ 16.86	\$ 17.96			
14	\$ 14.05	\$ 14.96	14	\$ 19.49	\$ 20.76	14	\$ 17.12	\$ 18.23			
15	\$ 14.31	\$ 15.24	15	\$ 19.76	\$ 21.04	15	\$ 17.40	\$ 18.53			
16	\$ 14.60	\$ 15.55	16	\$ 20.05	\$ 21.35	16	\$ 17.69	\$ 18.84			

Cook/Supv		6.5%	
Step	2021	Jan 3, 2022	
1	\$ 18,07	\$ 19,24	
2	\$ 18,23	\$ 19,41	
3	\$ 18,43	\$ 19,63	
4	\$ 18,60	\$ 19,81	
5	\$ 18,79	\$ 20,01	
6	\$ 18,98	\$ 20,21	
7	\$ 19,16	\$ 20,41	
8	\$ 19,35	\$ 20,61	
9	\$ 19,53	\$ 20,80	
10	\$ 19,73	\$ 21,01	
11	\$ 19,92	\$ 21,21	
12	\$ 20,11	\$ 21,42	
13	\$ 20,31	\$ 21,63	
14	\$ 20,52	\$ 21,85	
15	\$ 20,71	\$ 22,06	
16	\$ 20,92	\$ 22,28	

Activities		6.5%	
Step	2021	Jan 3, 2022	
1	\$ 12,89	\$ 13,73	
2	\$ 13,26	\$ 14,12	
3	\$ 13,67	\$ 14,56	
4	\$ 14,17	\$ 15,11	
5	\$ 14,77	\$ 15,68	
6	\$ 14,98	\$ 15,95	
7	\$ 15,25	\$ 16,25	
8	\$ 15,53	\$ 16,54	
9	\$ 15,79	\$ 16,82	
10	\$ 16,06	\$ 17,10	
11	\$ 16,32	\$ 17,38	
12	\$ 16,59	\$ 17,67	
13	\$ 16,86	\$ 17,96	
14	\$ 17,12	\$ 18,23	
15	\$ 17,40	\$ 18,53	
16	\$ 17,69	\$ 18,84	

OAKVIEW		6.5%	
Step	2021	Jan 3, 2022	
1	\$ 13,08	\$ 13,93	
2	\$ 13,27	\$ 14,13	
3	\$ 13,47	\$ 14,35	
4	\$ 13,67	\$ 14,56	
5	\$ 13,87	\$ 14,77	
6	\$ 14,06	\$ 14,97	
7	\$ 14,40	\$ 15,34	
8	\$ 14,57	\$ 15,52	
9	\$ 14,85	\$ 15,82	
10	\$ 15,13	\$ 16,11	
11	\$ 15,39	\$ 16,39	
12	\$ 15,66	\$ 16,68	
13	\$ 15,94	\$ 16,98	
14	\$ 16,21	\$ 17,26	
15	\$ 16,47	\$ 17,54	
16	\$ 16,69	\$ 17,77	

OAKVIEW/Activ A		6.5%	
Step	2021	Jan 3, 2022	
1	\$ 12,02	\$ 12,80	
2	\$ 12,19	\$ 12,98	
3	\$ 12,38	\$ 13,18	
4	\$ 12,56	\$ 13,38	
5	\$ 12,74	\$ 13,57	
3	\$ 12,92	\$ 13,76	
7	\$ 13,14	\$ 13,99	
8	\$ 13,39	\$ 14,26	
9	\$ 13,63	\$ 14,52	
10	\$ 13,89	\$ 14,79	
11	\$ 14,13	\$ 15,05	
12	\$ 14,39	\$ 15,33	
13	\$ 14,63	\$ 15,58	
14	\$ 14,88	\$ 15,85	
15	\$ 15,14	\$ 16,12	
16	\$ 15,32	\$ 16,32	

Hm Hit w/ CNA		6.5%	
Step	2021	Jan 3, 2022	
1	\$ 14,15	\$ 15,07	
2	\$ 14,36	\$ 15,29	
3	\$ 14,57	\$ 15,52	
4	\$ 14,79	\$ 15,75	
5	\$ 14,99	\$ 15,96	
3	\$ 15,21	\$ 16,20	
7	\$ 15,48	\$ 16,49	
8	\$ 15,76	\$ 16,78	
9	\$ 16,06	\$ 17,10	
10	\$ 16,35	\$ 17,41	
11	\$ 16,64	\$ 17,72	
12	\$ 16,94	\$ 18,04	
13	\$ 17,24	\$ 18,36	
14	\$ 17,52	\$ 18,66	
15	\$ 17,82	\$ 18,98	
16	\$ 18,03	\$ 19,20	

OAKVIEW/Houske		6.5%	
Step	2021	Jan 3, 2022	
1	\$ 12,02	\$ 12,80	
2	\$ 12,19	\$ 12,98	
3	\$ 12,38	\$ 13,18	
4	\$ 12,56	\$ 13,38	
5	\$ 12,74	\$ 13,57	
3	\$ 12,92	\$ 13,76	
7	\$ 13,14	\$ 13,99	
8	\$ 13,39	\$ 14,26	
9	\$ 13,63	\$ 14,52	
10	\$ 13,89	\$ 14,79	
11	\$ 14,13	\$ 15,05	
12	\$ 14,39	\$ 15,33	
13	\$ 14,63	\$ 15,58	
14	\$ 14,88	\$ 15,85	
15	\$ 15,14	\$ 16,12	
16	\$ 15,32	\$ 16,32	

Should census reach 65 residents for 2 consecutive months Mid-term adjustments will be given for all job classifications with the exception of NAR/TWA.

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 15 Oct 21
 Shauna Smith 10/15/2021