

Letter of Agreement  
By and Between  
UFCW Local 1189  
And  
Kinnic Health and Rehabilitaton

The following have been amended to include Dietary Cooks and Aides:

1. ARTICLE 1 – RECOGNITION

Section 1.1 The Employer recognizes the Union as the bargaining representative for employees working in the following job classifications: All full-time, regular part-time and PRN nursing assistants, restorative nursing assistants, activity aides, housekeepers, laundry aides, janitors, and social service aides, **cooks and dietary aides** employed by the Employer at its facility located at 1663 East Division Street, River Falls, Wisconsin; but excluding registered nurses (RN's), licensed practical nurses (LPN's), office clerical employees, receptionists, ~~cooks~~ and dietary aides, guards and supervisors as defined in the Act, as amended. Also excluding temporary and on call employees as defined in the Agreement.

2. Article 7, Section 7.2

**New: C. Dietary Cooks and Dietary Aides: A basic workday shall consist of eight (8) hours, with one-half (1/2) hour of unpaid lunch and a work period of seventy-five (75) hours. However, this will not prevent employees from working eighty (80) hours a pay period.**

3. Article 8, Section 8.2

**New Section 8.2: For all dietary aides and dietary cooks, overtime will be paid at a rate of time and one-half (½) in a work week of more than forty (40) hours per week.**

4. Article 19: Vacation

New paragraph after 19.8:

**Dietary Cooks and Aides: PTO earned hours will remain in PTO and can be taken per current Grace Healthcare PTO Policy through the employee's next anniversary date. At date of ratification, vacation and sick leave will begin to be accrued at a rate the rate per the UFCW contract. Vacation will be earned on their anniversary date according to Article 19.**

5. Article 29: Minimum Schedule of Wages

On the date of ratification, Kinnic Health and Rehabilitation agrees to start Dietary Cooks at \$11.65 per hour with a \$0.10 increase each incremental YOS up to 2 years then a \$0.55 at 3 years with a \$0.20 increase each incremental YOS up to 5 years as follows. All current staff will be adjusted up to this wage scale.

Dietary Cooks

YOS	<u>12/14/18</u>	<u>4/2019 Wage Re-opener</u>
0	\$11.65	
6 months	\$11.75	
1 year	\$11.85	
2 years	\$11.95	
3 years	\$12.50	
4 years	\$12.70	
5 years	\$12.90	
5 + years	\$13.10	

On the date of ratification, Kinnic Health and Rehabilitation agrees to start Dietary Aides at \$10.00 per hour with a \$0.10 increase each incremental YOS up to 2 years then a \$0.20 at 3 years with a \$0.20 each incremental YOS up to 5 years as follows. All current staff will be adjusted up to this wage scale.

Dietary Aides

YOS	<u>12/14/18</u>	<u>4/2019 Wage Re-opener</u>
0	\$10.00	
6 months	\$10.10	
1 year	\$10.20	
2 years	\$10.30	
3 years	\$10.50	
4 years	\$10.70	
5 years	\$10.90	
5 + years	\$11.10	

Article 29, Section 29.2 (c) applies to Dietary Cooks and Aides.

SIGNED AND DATED THIS 21<sup>st</sup> DAY OF December 2018

FOR THE EMPLOYER

FOR THE UNION

Kim Spumanni, NHA  
Name

[Signature]  
Name

12-21-2018  
Date

21 Dec 18  
Date