

Letter of Agreement
 By and Between
 UFCW Local 1189
 And
 New Harmony Care Center (Service and Maintenance)

- 1) 2% Across the board increase to all employees and scales effective July 5, 2020
- 2) When Dietary Aids work as a cook they will be paid at same step as a cook or \$1.00 more per hour, whichever is greater.

Full-Time and Regular Part-Time Housekeeping Aide, Laundry Aide and Dietary Aide		
Service	Current Rate	7/5/2020 Rate
Hire	\$ 12.31	\$ 12.56
Probation	\$ 12.63	\$ 12.88
1 year	\$ 12.96	\$ 13.22
2 years	\$ 13.59	\$ 13.86
3 years	\$ 14.28	\$ 14.57
4 years	\$ 14.94	\$ 15.24
5 years	\$ 15.61	\$ 15.92
Overscale	\$ 17.30	\$ 17.65

Full-Time and Regular Part-Time Activities Aide		
Service	Current Rate	7/5/2020 Rate
Hire	\$ 13.27	\$ 13.54
Probation	\$ 13.59	\$ 13.86
1 year	\$ 13.93	\$ 14.21
2 years	\$ 14.28	\$ 14.57
3 years	\$ 14.91	\$ 15.21
4 years	\$ 15.61	\$ 15.92
5 years	\$ 16.30	\$ 16.63
Overscale	\$ 17.30	\$ 17.65

Full-Time and Regular Part-Time Nursing Assistants, Therapy Aides and Cooks		
Service	Current Rate	7/5/2020 Rate
Hire	\$ 14.42	\$ 14.71
1 year	\$ 14.68	\$ 14.97
2 years	\$ 15.32	\$ 15.63
3 years	\$ 16.04	\$ 16.36
4 years	\$ 16.75	\$ 17.09
5 years	\$ 17.14	\$ 17.48
Overscale	\$ 17.64	\$ 17.99

Full-Time or Part-Time Maintenance		
Service	Current Rate	7/5/2020 Rate
Hire	\$ 14.32	\$ 14.61
Probation	\$ 14.63	\$ 14.92
1 year	\$ 14.99	\$ 15.29
2 years	\$ 15.67	\$ 15.98
3 years	\$ 16.35	\$ 16.68
4 years	\$ 17.04	\$ 17.38
5 years	\$ 17.47	\$ 17.82
Overscale	\$ 17.95	\$ 18.31

- 3) Schedules shall be posted a minimum of one (1) week in advance of employee's scheduled work. A system of block scheduling shall be utilized providing employees with permanent days off. The employer shall not change the shift of any employee in

an arbitrary or capricious manner, and in not event, without the consent of the employee affected. In the event of block scheduling changes the changes should be accomplished by reverse seniority order.

4) Renaming, Relocation, Successorship and Assigns

This agreement shall insure to the benefit of the parties and their successors and assigns. In the event that the employer moves its New Harmony facility to a new city or location and/or changes its name, the employer agrees the recognition clause shall be modified to reflect such changed information.

FOR THE EMPLOYER
NEW HARMONY CARE CENTER

FOR THE UNION
UNITED FOOD AND COMMERCIAL
WORKERS LOCAL 1189

Becky Holmgren, UNHA
NAME

BE LUANENOO
NAME

6/4/2020
DATE

6/8/2020
DATE