

UFCW Local 1189 and Prairie Community Services Tentative Agreement

Article 1, Recognition

Section 1.01

Change “consumer counselors” to “direct support providers.” Change references to this term as applicable throughout contract.

Supervisor may be regularly scheduled 8-20 hours a week depending on need and occupancy.

Article 4, Wages/Pension

Section 4.02 Prior Experience Recognition:

B. If the prospective employee has had prior PCS experience, the Supervisor may elect to recognize prior experience at Prairie Community Service, Inc. at a rate of year-for-year up to 10 (10) years of experience.

C. If a prospective employee has experience in related field other than with Prairie Community Services, Inc., the supervisor may elect to recognize prior experience year-for-year up to seven (7) years of experience.

Section 4.05 Pension

Plan participants who meet eligibility will receive a 3% pension contribution consistent with Prairie Community Services’ Benefits Outline. Effective 1/1/2024 pension contribution will increase to 5%.

Article 5, Hours of Work

Incorporate LOA dated 12/21/2018 correcting language

Article 5.02, change 10:00 p.m. to 12:00 midnight

Article 5.03, change 10:00 p.m. to 12:00 midnight

Article 7, Scheduling

7.04: Delete “Trailwood Home.”

Delete 7.04a floater position language

Article 9, Holidays/PLT

9.04 Change to read:

During the month of January when employees may plan days off requests with the vacation planning calendar, in order of seniority; employees are requested to discuss holiday preferences with their supervisor for planning for the year. If an employee desires to work a specific holiday, they must notify the supervisor two (2) weeks prior to the posting of the schedule. Simultaneous requests to work a holiday shall be resolved on the basis of seniority.

When an employee has New Year's Day off this year, then next year that employee can be expected to have to work that day; this shall be the practice for all recognized holidays. Alternate the recognized holidays to be worked with the recognized holidays off. The employee may be required to work outside of their regular schedule to work their scheduled holiday. The Employer shall schedule holiday work in inverse order of seniority. First, among the employees who did not work or were not scheduled the holiday the previous year. Second, among the employees who did work or were scheduled the holiday the previous year.

In the event that not all scheduled employees are needed for a recognized holiday due to consumer need, time off will be awarded based on seniority. (Based on needs of the home/persons served).

Employees may request off a maximum of four (4) recognized holidays per year, based on seniority. Employees are requested to complete the days off requests form for use of PLT for the holiday.

Employees shall be allowed to find replacements for themselves on holidays for which they are scheduled.

Personal Leave Time

1. Article 9.A. Increase PLT accruals as follows effective 10/1/2021:

| Hours | Accrual Rate |
|-----------------|----------------------------|
| 401-2000 | .080 hours PLT/hour worked |
| 2001-10,000 | .100 hours PLT/hour worked |
| 10,001 - 20,000 | .120 hours PLT/hour worked |
| 20,001 & above | .140 hours PLT/hour worked |

Increase accumulated hours from 360 to 500.

Article 23, Term of Agreement

3-year agreement through 9/30/2024.

Exhibit A, Wage Schedule:

Differentials effective 10/1/21

Awake night differential - \$2/hour

Weekend differential - \$1/hour

| 8/19/2021 | plus .75 starting | plus .10 per year | plus .25 starting |
|------------------------|----------------------|----------------------|----------------------|
| Additional 1/1/2021 | 1/1/2022 | 1/1/2023 | 1/1/2024 |
| Starting | \$14.00 | \$14.75 | \$15.00 |
| 1 | \$14.10 | \$14.85 | \$15.20 |
| 2 | \$14.20 | \$14.95 | \$15.40 |
| 3 | \$14.30 | \$15.05 | \$15.60 |
| 4 | \$14.40 | \$15.15 | \$15.80 |
| 5 | \$14.50 | \$15.25 | \$16.00 |
| 6 | \$14.60 | \$15.35 | \$16.20 |
| 7 | \$14.70 | \$15.45 | \$16.40 |
| 8 | \$14.80 | \$15.55 | \$16.60 |
| 9 | \$14.90 | \$15.65 | \$16.80 |
| 10 | \$15.00 | \$15.75 | \$17.00 |
| 11 | \$15.10 | \$15.85 | \$17.20 |
| 12 | \$15.20 | \$15.95 | \$17.40 |
| 13 | \$15.30 | \$16.05 | \$17.60 |
| 14 | \$15.40 | \$16.15 | \$17.80 |
| 15 | \$15.50 | \$16.25 | \$18.00 |
| 16 | \$15.60 | \$16.35 | \$18.20 |
| 17 | \$15.70 | \$16.45 | \$18.40 |
| 18 | \$15.80 | \$16.55 | \$18.60 |
| 19 | \$15.90 | \$16.65 | \$18.80 |
| 20 | \$16.00 | \$16.75 | \$19.00 |
| 21 | \$16.10 | \$16.85 | \$19.20 |
| 22 | \$16.20 | \$16.95 | \$19.40 |
| 23 | \$16.30 | \$17.05 | \$19.60 |
| 24 | \$16.40 | \$17.15 | \$19.80 |
| 25 | \$16.50 | \$17.25 | \$20.00 |
| 26 | \$16.60 | \$17.35 | \$20.20 |
| 27 | \$16.70 | \$17.45 | \$20.40 |
| 28 | \$16.80 | \$17.55 | \$20.60 |
| 29 | \$16.90 | \$17.65 | \$20.80 |
| 30 | \$17.00 | \$17.75 | \$21.00 |
| 31 | | \$17.85 | \$21.20 |
| 32 | | \$17.95 | \$21.40 |
| 33 | | \$18.05 | \$21.60 |
| 34 | | \$18.15 | \$21.80 |
| 35 | | \$18.25 | \$22.00 |
| 36 | | \$18.35 | \$22.20 |
| 37 | | \$18.45 | \$22.40 |
| 38 | | \$18.55 | \$22.60 |
| 39 | | \$18.65 | \$22.80 |
| 40 | | \$18.75 | \$23.00 |

EMT/TMA/NAR/CNA licensure and 4-year bachelor degree credit = \$2/hour

Exhibit B, Incentives:

Change to reflect current LOA language and change current incentive: shifts greater than four (4) hours = \$10; shifts between three (3) and four (4) hours = \$5

Support night wage will be reflective of Minnesota minimum wage for large employers.
Current rate \$10.08/hour

Maintain letters of understanding concerning individual signed agreements on file regarding compensation in lieu of health insurance reimbursement for Timothy Greenwood, Judy Hacking, Derek Hagen, Keith Okerlund.

tad/opeiu #12
8/19/2021