

Letter of Understanding  
between  
UFCW Local 1189  
&  
Rose of Sharon Service & Maintenance – Villa  
May 5, 2019

**Effective the first full pay period of May:**

1. NARs and Activity Aides with 1 to 4 years of service will receive an increase of \$.45 per hour or go to the next step on the experience scale; whichever is greater.
2. NARs and Activity Aides with five (5) or more years of service will receive an increase of \$.50 per hour or go to the next step on the experience scale; whichever is greater. Over scale employees will receive an increase of \$.50 per hour.

**NAR/Activity Aide Scale**

NEW	\$14.50
Year 1	\$14.70
Year 2	\$14.90
Year 3	\$15.10
Year 4	\$15.30
Year 5	\$15.50
Year 6	\$15.70
Year 7	\$15.90
Year 8	\$16.10
Year 9	\$16.30
Year 10	\$16.50

3. Cooks with 1 to 4 years of service will receive an increase of \$.45 per hour or go to the next step on the experience scale; whichever is greater.
4. Cooks with five (5) or more years of service will receive an increase of \$.50 per hour or go to the next step on the experience scale; whichever is greater. Over scale employees will receive an increase of \$.50 per hour.

**Cooks Scale**

NEW	\$14.50
Year 1	\$15.00
Year 2	\$15.50
Year 3	\$16.00
Year 4	\$16.50
Year 5	\$17.00

5. Dietary Aides with 1 to 4 years of service will receive an increase of \$.45 per hour or go to the next step on the experience scale; whichever is greater.
6. Dietary Aides with five (5) or more years of service will receive an increase of \$.50 per hour or go to the next step on the experience scale; whichever is greater. Over scale employees will receive an increase of \$.50 per hour.

**Dietary Aid Scale**

NEW	\$13.00
Year 1	\$13.50
Year 2	\$14.00
Year 3	\$14.50
Year 4	\$15.00
Year 5	\$15.50

7. Maintenance with 1 to 4 years of service will receive an increase of \$.45 per hour or go to the next step on the experience scale; whichever is greater.
8. Maintenance with five (5) or more years of service will receive an increase of \$.50 per hour or go to the next step on the experience scale; whichever is greater. Over scale employees will receive an increase of \$.50 per hour.

**Maintenance Scale**

NEW	\$16.00
Year 1	\$16.50
Year 2	\$17.00
Year 3	\$17.50
Year 4	\$18.00
Year 5	\$18.50

**Effective July 1, 2019:**

9. Employees will be eligible to receive a perfect attendance incentive on a quarterly basis. Such quarters shall be defines as follows:

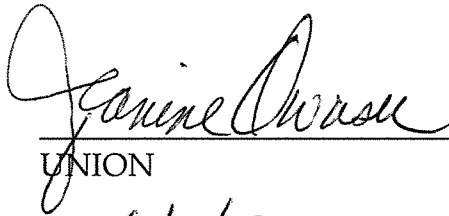
Quarter 1	July, August, September
Quarter 2	October, November, December

Full-time employees shall receive one (1) vacation day for each quarter of no call ins. Part-time employees shall receive one half (1/2) vacation day for each quarter of no call ins.

The earned days must be used or cashed out within the following quarter. When used, the day must be requested according to the vacation policy. Such earned time shall be designated on the pay check as a "Special Designation".

Employees must use the earned day in the following quarter after award. Employee may elect to cash out earned day in lieu of vacation day. Pay out request must be submitted prior to the end of the following quarter.

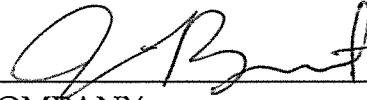
Such perfect attendance award shall start with the attendance records effective July 1, 2019. Program to be reviewed at the end of 2019 for effectiveness.



UNION

6/7/2019

DATE



COMPANY

6/7/2019

DATE

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