

Letter of Agreement

by and between

UFCW Local 1189

and

St. Anne's

Job Classification	START	PROB	1 YEAR	2 YEAR	3 YEAR	4 YEAR
Adult Day Service Assistant (CNA)	\$ 11.47	\$ 11.78	\$ 11.89	\$ 12.04	\$ 12.16	\$ 12.27
Care Assistant	\$ 11.47	\$ 11.78	\$ 11.89	\$ 12.04	\$ 12.16	\$ 12.27
CNA Restorative	\$ 11.47	\$ 11.78	\$ 11.89	\$ 12.04	\$ 12.16	\$ 12.27
CNA-NAR	\$ 11.47	\$ 11.78	\$ 11.89	\$ 12.04	\$ 12.16	\$ 12.27
CNA-NAR Non Block *	\$ 12.47	\$ 12.78	\$ 12.89	\$ 13.04	\$ 13.16	\$ 13.27
CNA-NAR Night Float *	\$ 13.47	\$ 13.78	\$ 13.89	\$ 14.04	\$ 14.16	\$ 14.27
Cook	\$ 11.16	\$ 11.49	\$ 11.59	\$ 11.73	\$ 11.83	\$ 11.94
Culinary Services Aide	\$ 9.34	\$ 9.61	\$ 9.71	\$ 9.85	\$ 10.41	\$ 10.51
Health Unit Coordinator	\$ 10.95	\$ 11.24	\$ 11.35	\$ 11.50	\$ 11.89	\$ 12.01
Housekeeper	\$ 9.79	\$ 10.09	\$ 10.21	\$ 10.32	\$ 10.41	\$ 10.51
Housekeeper Float *	\$ 10.79	\$ 11.09	\$ 11.21	\$ 11.32	\$ 11.41	\$ 11.51
Housekeeper Non-Block *	\$ 10.79	\$ 11.09	\$ 11.21	\$ 11.32	\$ 11.41	\$ 11.51
Laundry Assistant	\$ 9.79	\$ 10.09	\$ 10.21	\$ 10.32	\$ 10.41	\$ 10.51
LPN	\$ 16.10	\$ 16.50	\$ 16.64	\$ 16.83	\$ 16.97	\$ 17.12
LPN Non Block *	\$ 17.10	\$ 17.50	\$ 17.64	\$ 17.83	\$ 17.97	\$ 18.12
LPN Night Float *	\$ 20.10	\$ 20.50	\$ 20.64	\$ 20.83	\$ 20.97	\$ 21.12
Maintenance Tech	\$ 9.68	\$ 9.93	\$ 10.04	\$ 10.17	\$ 11.89	\$ 12.01
Nutritional Assistant	\$ 9.34	\$ 9.61	\$ 9.71	\$ 9.85	\$ 9.95	\$ 10.05
Receptionist	\$ 9.34	\$ 9.61	\$ 9.71	\$ 9.85	\$ 10.41	\$ 10.51
Resident Assistant	\$ 12.55	\$ 12.88	\$ 13.01	\$ 13.15	\$ 13.27	\$ 13.40
RN	\$ 21.71	\$ 22.32	\$ 22.53	\$ 22.78	\$ 22.99	\$ 23.20
RN Non Block *	\$ 22.71	\$ 23.32	\$ 23.53	\$ 23.78	\$ 23.99	\$ 24.20
RN-Night Float *	\$ 25.71	\$ 26.32	\$ 26.53	\$ 26.78	\$ 26.99	\$ 27.20
Trained Medication Assistant (TMA)	\$ 12.55	\$ 12.88	\$ 13.01	\$ 13.15	\$ 13.27	\$ 13.40
Wellness Coach (CNA)	\$ 11.47	\$ 11.78	\$ 11.89	\$ 12.04	\$ 12.16	\$ 12.27
Wellness Coordinator	\$ 14.72	\$ 15.13	\$ 15.27	\$ 15.48	\$ 15.63	\$ 15.79

\*Includes the contractual premium

Interim Wage Increase for 10/1/15 – 12/31/15

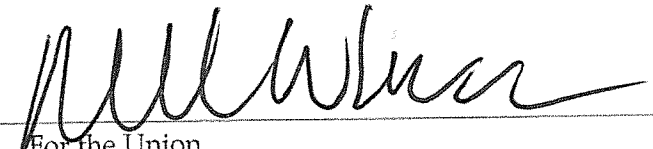
Callista Court	
CNA/TMA	\$.50 per hour
Licensed Nurses	\$1.25 per hour
All other associates	2%

Saint Anne Extended Healthcare	
CNA/TMA	\$.50 per hour
Licensed Nurses	\$1.25 per hour
All other associates	2%

Benedictine Adult Day Center	
CNA	\$.50 per hour

Above increases are applied to scaled rates and employees above scale.

Potential resources available after new payment system in effect January 1, 2016  
Propose we open discussions at a point after the Department of Human Resources releases new nursing home rates (11/15/15 or any revised DHS date) to discuss any potential change to wages that would be effective 1/1/16.

/s/  \_\_\_\_\_ 10-29-15  
For the Union Date

/s/  \_\_\_\_\_ 10/28/15  
For the Employer Date

eme/opeiu #12  
October 16, 2015