

Letter of Agreement  
by and between  
UFCW Local 1189  
and  
St. Anne's of Winona

**Section 18.1. Wages. Effective March 22, 2018**

<b>Saint Anne Extended Healthcare With 4% Increase</b>												
Job Classification	START	NEW	PROB	NEW	1 YEAR	NEW	2 YEAR	NEW	3 YEAR	NEW	4 YEAR	NEW
CNA Restorative	\$14.69	\$15.28	\$15.00	\$15.60	\$15.11	\$15.71	\$15.27	\$15.88	\$15.39	\$16.01	\$15.50	\$16.12
CNA-NAR	\$14.69	\$15.28	\$15.00	\$15.60	\$15.11	\$15.71	\$15.27	\$15.88	\$15.39	\$16.01	\$15.50	\$16.12
CNA-NAR Non Block *	\$15.70	\$16.33	\$16.02	\$16.66	\$16.13	\$16.78	\$16.28	\$16.93	\$16.40	\$17.06	\$16.51	\$17.17
CNA-NAR Night Float *	\$16.72	\$17.39	\$17.03	\$17.71	\$17.14	\$17.83	\$17.30	\$17.99	\$17.42	\$18.12	\$17.53	\$18.23
Cook	\$13.36	\$13.89	\$13.69	\$14.24	\$13.79	\$14.34	\$13.94	\$14.50	\$14.04	\$14.60	\$14.15	\$14.72
Culinary Services Aide	\$11.51	\$11.97	\$11.78	\$12.25	\$11.89	\$12.37	\$12.03	\$12.51	\$12.60	\$13.10	\$12.70	\$13.21
Health Unit Coordinator	\$13.14	\$13.67	\$13.44	\$13.98	\$13.55	\$14.09	\$13.70	\$14.25	\$14.10	\$14.66	\$14.22	\$14.79
Housekeeper	\$11.97	\$12.45	\$12.27	\$12.76	\$12.39	\$12.89	\$12.50	\$13.00	\$12.60	\$13.10	\$12.70	\$13.21
Housekeeper Non-Block *	\$12.98	\$13.50	\$13.29	\$13.82	\$13.41	\$13.95	\$13.52	\$14.06	\$13.61	\$14.15	\$13.71	\$14.26
Housekeeper Float *	\$12.98	\$13.50	\$13.29	\$13.82	\$13.41	\$13.95	\$13.52	\$14.06	\$13.61	\$14.15	\$13.71	\$14.26
Laundry Assistant	\$11.97	\$12.45	\$12.27	\$12.76	\$12.39	\$12.89	\$12.50	\$13.00	\$12.60	\$13.10	\$12.70	\$13.21
LPN	\$19.39	\$20.17	\$19.79	\$20.58	\$19.93	\$20.73	\$20.13	\$20.94	\$20.27	\$21.08	\$20.42	\$21.24
LPN Non Block *	\$20.40	\$21.22	\$20.81	\$21.64	\$20.95	\$21.79	\$21.14	\$21.99	\$21.28	\$22.13	\$21.44	\$22.30
LPN Night Float *	\$23.45	\$24.39	\$23.85	\$24.80	\$23.99	\$24.95	\$24.19	\$25.16	\$24.33	\$25.30	\$24.48	\$25.46
Maintenance Tech	\$11.86	\$12.33	\$12.11	\$12.59	\$12.22	\$12.71	\$12.35	\$12.84	\$14.10	\$14.66	\$14.22	\$14.79
Nutritional Assistant	\$11.51	\$11.97	\$11.78	\$12.25	\$11.89	\$12.37	\$12.03	\$12.51	\$12.13	\$12.62	\$12.23	\$12.72
Receptionist	\$11.51	\$11.97	\$11.78	\$12.25	\$11.89	\$12.37	\$12.03	\$12.51	\$12.60	\$13.10	\$12.70	\$13.21
RN	\$27.11	\$28.19	\$27.73	\$28.84	\$27.94	\$29.06	\$28.20	\$29.33	\$28.41	\$29.55	\$28.62	\$29.76
RN Non Block *	\$28.13	\$29.26	\$28.74	\$29.89	\$28.96	\$30.12	\$29.21	\$30.38	\$29.42	\$30.60	\$29.64	\$30.83
RN-Night Float *	\$31.17	\$32.42	\$31.79	\$33.06	\$32.00	\$33.28	\$32.26	\$33.55	\$32.47	\$33.77	\$32.68	\$33.99
Trained Medication Assistant (TMA)	\$15.78	\$16.41	\$16.12	\$16.76	\$16.25	\$16.90	\$16.39	\$17.05	\$16.51	\$17.17	\$16.65	\$17.32
Wellness Coach (CNA)	\$14.69	\$15.28	\$15.00	\$15.60	\$15.11	\$15.71	\$15.27	\$15.88	\$15.39	\$16.01	\$15.50	\$16.12
Wellness Coordinator	\$16.97	\$17.65	\$17.39	\$18.09	\$17.53	\$18.23	\$17.74	\$18.45	\$17.89	\$18.61	\$18.06	\$18.78

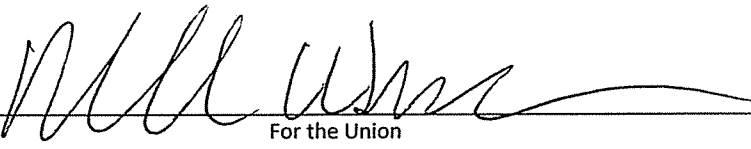
**4% Wage increase across the board effective March 22, 2018**

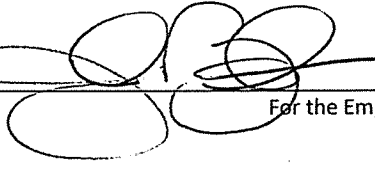
Letter of Agreement  
by and between  
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and  
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**Section 18.1. Wages. Effective March 22, 2018**

<b>Callista Court/Benedictine Adult Day Center With 4% Increase</b>												
Job Classification	START	NEW	PROB	NEW	1 YEAR	NEW	2 YEAR	NEW	3 YEAR	NEW	4 YEAR	NEW
Adult Day Service Assistant (CNA)	\$12.66	\$13.17	\$12.97	\$13.49	\$13.08	\$13.60	\$13.24	\$13.77	\$13.36	\$13.89	\$13.47	\$14.01
Care Assistant	\$12.66	\$13.17	\$12.97	\$13.49	\$13.08	\$13.60	\$13.24	\$13.77	\$13.36	\$13.89	\$13.47	\$14.01
Cook	\$12.34	\$12.83	\$12.68	\$13.19	\$12.78	\$13.29	\$12.92	\$13.44	\$13.02	\$13.54	\$13.13	\$13.66
Culinary Services Aide	\$10.50	\$10.92	\$10.77	\$11.20	\$10.87	\$11.30	\$11.01	\$11.45	\$11.58	\$12.04	\$11.68	\$12.15
Housekeeper	\$10.95	\$11.39	\$11.26	\$11.71	\$11.38	\$11.84	\$11.49	\$11.95	\$11.58	\$12.04	\$11.68	\$12.15
LPN	\$17.36	\$18.05	\$17.76	\$18.47	\$17.90	\$18.62	\$18.10	\$18.82	\$18.24	\$18.97	\$18.39	\$19.13
Maintenance Tech	\$11.86	\$12.33	\$12.11	\$12.59	\$12.22	\$12.71	\$12.35	\$12.84	\$14.10	\$14.66	\$14.22	\$14.79
Receptionist	\$10.50	\$10.92	\$10.77	\$11.20	\$10.87	\$11.30	\$11.01	\$11.45	\$11.58	\$12.04	\$11.68	\$12.15
Resident Assistant	\$13.75	\$14.30	\$14.09	\$14.65	\$14.22	\$14.79	\$14.36	\$14.93	\$14.48	\$15.06	\$14.62	\$15.20
RN (Adult Day)	\$23.05	\$23.97	\$23.67	\$24.62	\$23.88	\$24.84	\$24.14	\$25.11	\$24.35	\$25.32	\$24.56	\$25.54
Wellness Coach (CNA)	\$12.66	\$13.17	\$12.97	\$13.49	\$13.08	\$13.60	\$13.24	\$13.77	\$13.36	\$13.89	\$13.47	\$14.01
Wellness Coordinator	\$15.96	\$16.60	\$16.37	\$17.02	\$16.51	\$17.17	\$16.73	\$17.40	\$16.88	\$17.56	\$17.04	\$17.72

**4% Wage increase across the board effective March 22, 2018**

/s/  \_\_\_\_\_ 4-25-18  
For the Union Date

/s/  \_\_\_\_\_ 5/2/18  
For the Employer Date