

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

Section 18.1. Wages. Effective 2/21/2019

Saint Anne Extended Healthcare With 2% Increase												
Job Classification	START	NEW	PROB	NEW	1 YEAR	NEW	2 YEAR	NEW	3 YEAR	NEW	4 YEAR	NEW
CNA Restorative	\$15.28	\$15.59	\$15.60	\$15.91	\$15.71	\$16.02	\$15.88	\$16.20	\$16.01	\$16.33	\$16.12	\$16.44
CNA-NAR	\$15.28	\$15.59	\$15.60	\$15.91	\$15.71	\$16.02	\$15.88	\$16.20	\$16.01	\$16.33	\$16.12	\$16.44
CNA-NAR Non Block *	\$16.33	\$16.66	\$16.66	\$16.99	\$16.78	\$17.12	\$16.93	\$17.27	\$17.06	\$17.40	\$17.17	\$17.51
CNA-NAR Night Float *	\$17.39	\$17.74	\$17.71	\$18.06	\$17.83	\$18.19	\$17.99	\$18.35	\$18.12	\$18.48	\$18.23	\$18.59
Cook	\$13.89	\$14.17	\$14.24	\$14.52	\$14.34	\$14.63	\$14.50	\$14.79	\$14.60	\$14.89	\$14.72	\$15.01
Culinary Services Aide	\$11.97	\$12.21	\$12.25	\$12.50	\$12.37	\$12.62	\$12.51	\$12.76	\$12.66	\$12.91	\$12.81	\$13.06
Health Unit Coordinator	\$13.67	\$13.94	\$13.98	\$14.26	\$14.09	\$14.37	\$14.25	\$14.54	\$14.66	\$14.95	\$14.79	\$15.09
Housekeeper	\$12.45	\$12.70	\$12.76	\$13.02	\$12.89	\$13.15	\$13.00	\$13.26	\$13.10	\$13.36	\$13.21	\$13.47
Housekeeper Non-Block *	\$13.50	\$13.77	\$13.82	\$14.10	\$13.95	\$14.23	\$14.06	\$14.34	\$14.15	\$14.43	\$14.26	\$14.55
Housekeeper Float *	\$13.50	\$13.77	\$13.82	\$14.10	\$13.95	\$14.23	\$14.06	\$14.34	\$14.15	\$14.43	\$14.26	\$14.55
Laundry Assistant	\$12.45	\$12.70	\$12.76	\$13.02	\$12.89	\$13.15	\$13.00	\$13.26	\$13.10	\$13.36	\$13.21	\$13.47
LPN	\$20.17	\$20.57	\$20.58	\$20.99	\$20.73	\$21.14	\$20.94	\$21.36	\$21.08	\$21.50	\$21.24	\$21.66
LPN Non Block *	\$21.22	\$21.64	\$21.64	\$22.07	\$21.79	\$22.23	\$21.99	\$22.43	\$22.13	\$22.57	\$22.30	\$22.75
LPN Night Float *	\$24.39	\$24.88	\$24.80	\$25.30	\$24.95	\$25.45	\$25.16	\$25.66	\$25.30	\$25.81	\$25.46	\$25.97
Maintenance Tech	\$12.33	\$12.58	\$12.59	\$12.84	\$12.71	\$12.96	\$12.84	\$13.10	\$12.96	\$13.22	\$13.07	\$13.33
Nutritional Assistant	\$11.97	\$12.21	\$12.25	\$12.50	\$12.37	\$12.62	\$12.51	\$12.76	\$12.62	\$12.87	\$12.72	\$12.97
Receptionist	\$11.97	\$12.21	\$12.25	\$12.50	\$12.37	\$12.62	\$12.51	\$12.76	\$12.62	\$12.87	\$12.72	\$12.97
RN	\$28.19	\$28.75	\$28.84	\$29.42	\$29.06	\$29.64	\$29.33	\$29.92	\$29.55	\$30.14	\$29.76	\$30.36
RN Non Block *	\$29.26	\$29.85	\$29.89	\$30.49	\$30.12	\$30.72	\$30.38	\$30.99	\$30.60	\$31.21	\$30.83	\$31.45
RN-Night Float *	\$32.42	\$33.07	\$33.06	\$33.72	\$33.28	\$33.95	\$33.55	\$34.22	\$33.77	\$34.45	\$33.99	\$34.67
Trained Medication Assistant (TMA)	\$16.41	\$16.74	\$16.76	\$17.10	\$16.90	\$17.24	\$17.05	\$17.39	\$17.17	\$17.51	\$17.32	\$17.67
Wellness Coach (CNA)	\$15.28	\$15.59	\$15.60	\$15.91	\$15.71	\$16.02	\$15.88	\$16.20	\$16.01	\$16.33	\$16.12	\$16.44
Wellness Coordinator	\$17.65	\$18.00	\$18.09	\$18.45	\$18.23	\$18.59	\$18.45	\$18.82	\$18.61	\$18.98	\$18.78	\$19.16

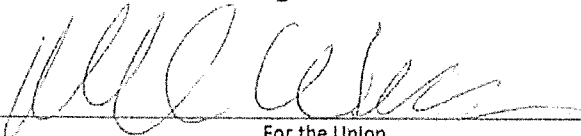
2% Wage increase across the board effective 2/21/2019

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Section 18.1. Wages. Effective 02/21/2019

Callista Court/Benedictine Adult Day Center With 2% Increase												
Job Classification	START	NEW	PROB	NEW	1 YEAR	NEW	2 YEAR	NEW	3 YEAR	NEW	4 YEAR	NEW
Adult Day Service Assistant (CNA)	\$13.17	\$13.43	\$13.49	\$13.76	\$13.60	\$13.87	\$13.77	\$14.05	\$13.89	\$14.17	\$14.01	\$14.29
Care Assistant	\$13.17	\$13.43	\$13.49	\$13.76	\$13.60	\$13.87	\$13.77	\$14.05	\$13.89	\$14.17	\$14.01	\$14.29
Cook	\$12.83	\$13.09	\$13.19	\$13.45	\$13.29	\$13.56	\$13.44	\$13.71	\$13.54	\$13.81	\$13.66	\$13.93
Culinary Services Aide	\$10.92	\$11.14	\$11.20	\$11.42	\$11.30	\$11.53	\$11.45	\$11.68	\$12.04	\$12.28	\$12.15	\$12.39
Housekeeper	\$11.39	\$11.62	\$11.71	\$11.94	\$11.84	\$12.08	\$11.95	\$12.19	\$12.04	\$12.28	\$12.15	\$12.39
HUC	\$12.63	\$12.88	\$12.94	\$13.20	\$13.05	\$13.31	\$13.21	\$13.47	\$13.62	\$13.89	\$13.75	\$14.03
LPN	\$18.05	\$18.41	\$18.47	\$18.84	\$18.62	\$18.99	\$18.82	\$19.20	\$18.97	\$19.35	\$19.13	\$19.51
Maintenance Tech	\$12.33	\$12.58	\$12.59	\$12.84	\$12.71	\$12.96	\$12.84	\$13.10	\$14.66	\$14.95	\$14.79	\$15.09
Receptionist	\$10.92	\$11.14	\$11.20	\$11.42	\$11.30	\$11.53	\$11.45	\$11.68	\$12.04	\$12.28	\$12.15	\$12.39
Resident Assistant	\$14.30	\$14.59	\$14.65	\$14.94	\$14.79	\$15.09	\$14.93	\$15.23	\$15.06	\$15.36	\$15.20	\$15.50
RN (Adult Day)	\$23.97	\$24.45	\$24.62	\$25.11	\$24.84	\$25.34	\$25.11	\$25.61	\$25.32	\$25.83	\$25.54	\$26.05
Wellness Coach (CNA)	\$13.17	\$13.43	\$13.49	\$13.76	\$13.60	\$13.87	\$13.77	\$14.05	\$13.89	\$14.17	\$14.01	\$14.29
Wellness Coordinator	\$16.60	\$16.93	\$17.02	\$17.36	\$17.17	\$17.51	\$17.40	\$17.75	\$17.56	\$17.91	\$17.72	\$18.07

2% Wage increase across the board effective 2/21/2019

/s/  _____ Date 2-28-2019

For the Union

/s/  _____ Date 3/1/19

For the Employer