

**Letter of Understanding
By and Between**

St. Michael's Health and Rehabilitation Center

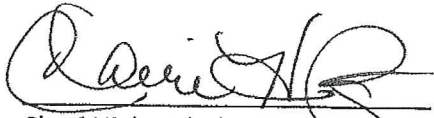
And

UFCW 1189

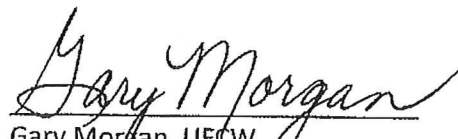
March 28, 2019

Due to market conditions and ability to attract and retain talent, beginning on the pay period beginning April 4, 2019 the Certified Occupational Therapy Assistants (COTA) and Physical Therapy Assistant (PTA) employees will be paid using the following scales, effective 12.17.18 and 12.26.19

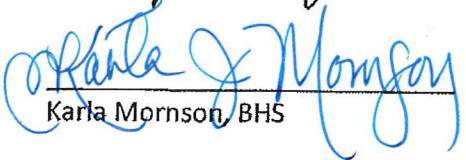
	12/27/18	4/4/19	12/26/19
Start	\$17.46	\$20.71	\$20.91
1 Year	\$17.81	\$21.06	\$21.26
2 Years	\$18.21	\$21.46	\$21.66
3 Years	\$18.59	\$21.84	\$22.04
4 Years	\$18.82	\$22.07	\$22.27
5 Years	\$19.90	\$23.15	\$23.35
6 Years	\$20.12	\$23.37	\$23.57
7 Years	\$20.37	\$23.62	\$23.82
8 Years	\$20.71	\$23.96	\$24.16
9 Years	\$21.11	\$24.36	\$24.56
10 Years	\$21.57	\$24.82	\$25.02


Cheri High, Administrator, SMRHC

3-29-19
Date


Gary Morgan, UFCW

3-29-2019
Date


Karla Mornson, BHS

3-29-2019
Date