

Letter of Understanding

St. Michaels Health and Rehabilitation Center and UFCW

July 25, 2017

The Employer agrees to institute the use of a Preceptor to provide training to Certified Nursing Assistants. This role will be posted as an open position and employees will be invited to apply for the additional responsibility. Candidates will be selected on the following criteria:

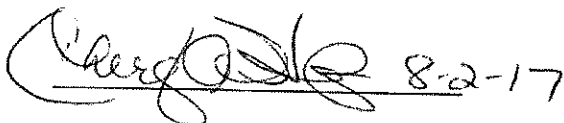
- Successful completion of probationary period in selected department with positive review.
- Clean employment record with the facility, with no discipline greater than a verbal warning for a period of one year, or any substantiated vulnerable adult incident.
- Current in continuing education and mandatory trainings.
- Ability to clearly communicate with residents/associates and supervisors.
- Demonstrated skill of good team participation and leadership.
- Demonstrated ability to give constructive criticism.
- Have recommendation of supervisor responsible for evaluation.
- Flexible schedule for training of associates.
- Ability to teach/mentor using different techniques.
- Willingness to teach according to the facility's policies, procedures and Standards of Conduct.
- Show or verbalize interest in becoming a Preceptor
- Maintain full or part time status; casual on call associates will be considered at the discretion of individual department directors.


Candidates selected will receive \$1.50 per hour worked in the role of Preceptor.

The Employer and the Union agree to a 90 day period to end this program if found not to be viable.

(Facility signatures)

UFCW




Union Rep.
8/3/17