

ADDENDUM TO COLLECTIVE BARGAINING AGREEMENT 1/1/17

St. Michael's  
And  
United Food and Commercial Workers Union, Local 1189

**Wage and Benefits Updates (2017)**

**ARTICLE 14**  
**HEALTH and WELFARE**

**1. New Language replaces bolded language from Section 14.2**

14.2 Health and Welfare Contribution Rates: The Employer agrees that the monthly contribution rate for each eligible Employee to the Health and Welfare Fund is as follows:

**Effective March 1, 2017, the Employer will contribute eighty-seven percent (87%) of the cost of Plan A (Single Coverage). The Employee will contribute thirteen percent (13%) of the cost of Plan A (Single Coverage). This will be on a pre-tax basis.**

**2. New Wage Scales (replacing scales in Appendix A) reflecting a 1.8% increase effective December 29, 2016**

**WAGE SCALES:**

<b>Nursing Assistant</b>	<b>Effective 1/1/16</b>	<b>Effective 12/29/16</b>
Start	\$ 14.50	<b>\$14.76</b>
1 Year	\$ 14.75	<b>\$15.02</b>
2 Years	\$ 15.00	<b>\$15.27</b>
3 Years	\$ 15.25	<b>\$15.52</b>
4 Years	\$ 15.50	<b>\$15.78</b>
5 Years	\$ 15.75	<b>\$16.03</b>
6 Years	\$ 16.00	<b>\$16.29</b>
7 Years	\$ 16.25	<b>\$16.54</b>
8 Years	\$ 16.50	<b>\$16.80</b>
9 Years	\$ 16.75	<b>\$17.05</b>
10 Years	\$ 17.00	<b>\$17.31</b>
11-15 Years	\$ 17.50	<b>\$17.82</b>
16+ Years	\$ 18.00	<b>\$18.32</b>

<b>Activity Aides</b>	<b>Effective 1/1/16</b>	<b>Effective 12/29/16</b>
Start	\$ 10.90	<b>\$11.10</b>
1 Year	\$ 11.07	<b>\$11.27</b>
2 Years	\$ 11.70	<b>\$11.91</b>
3 Years	\$ 12.21	<b>\$12.43</b>
4 Years	\$ 12.85	<b>\$13.08</b>
5 Years	\$ 14.75	<b>\$15.02</b>
6 Years	\$ 14.82	<b>\$15.09</b>
7 Years	\$ 14.89	<b>\$15.16</b>
8 Years	\$ 14.99	<b>\$15.26</b>
9 Years	\$ 15.11	<b>\$15.38</b>
10 Years	\$ 15.39	<b>\$15.67</b>
11-15 Years	\$ 15.52	<b>\$15.80</b>
16+ Years	\$ 15.62	<b>\$15.90</b>

<b>Culinary Aide, Therapy Aide, Housekeeper, Cook's Helper</b>	<b>Effective 1/1/16</b>	<b>Effective 12/29/16</b>
Start	\$ 10.90	<b>\$11.10</b>
1 Year	\$ 11.07	<b>\$11.27</b>
2 Years	\$ 11.70	<b>\$11.91</b>
3 Years	\$ 12.21	<b>\$12.43</b>
4 Years	\$ 12.85	<b>\$13.08</b>
5 Years	\$ 14.75	<b>\$15.02</b>
6 Years	\$ 14.82	<b>\$15.09</b>
7 Years	\$ 14.89	<b>\$15.16</b>
8 Years	\$ 14.99	<b>\$15.26</b>
9 Years	\$ 15.11	<b>\$15.38</b>
10 Years	\$ 15.39	<b>\$15.67</b>
11-15 Years	\$ 15.52	<b>\$15.80</b>
16+ Years	\$ 15.62	<b>\$15.90</b>

Cook	Effective 1/1/16	Effective 12/29/16
Start	\$ 11.12	\$11.32
1 Year	\$ 11.30	\$11.50
2 Years	\$ 11.93	\$12.14
3 Years	\$ 12.44	\$12.66
4 Years	\$ 13.24	\$13.48
5 Years	\$ 14.70	\$14.96
6 Years	\$ 15.06	\$15.33
7 Years	\$ 15.16	\$15.43
8 Years	\$ 15.28	\$15.56
9 Years	\$ 15.40	\$15.68
10 Years	\$ 15.68	\$15.96
11-15 Years	\$ 15.81	\$16.09
16+ Years	\$ 15.91	\$16.20

Health Information	Effective 1/1/16	Effective 12/29/16
Start	\$ 11.73	\$11.94
1 Year	\$ 11.89	\$12.10
2 Years	\$ 12.54	\$12.77
3 Years	\$ 13.05	\$13.28
4 Years	\$ 13.68	\$13.93
5 Years	\$ 14.81	\$15.08
10 Years/OVER	\$ 15.91	\$16.20

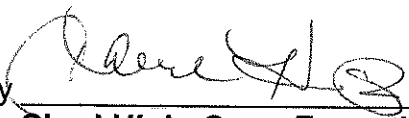
Maintenance	Effective 1/1/16	Effective 12/29/16
Start	\$ 15.06	\$15.33
1 Year	\$ 15.16	\$15.43
2 Years	\$ 15.28	\$15.56
3 Years	\$ 15.40	\$15.68
4 Years	\$ 15.61	\$15.89
5 Years	\$ 15.76	\$16.04
6 Years	\$ 15.91	\$16.20
7 Years	\$ 16.07	\$16.36

8 Years	\$ 16.22	<b>\$16.51</b>
9 Years	\$ 16.38	<b>\$16.67</b>
10 Years	\$ 16.60	<b>\$16.90</b>
11-15 Years	\$ 16.76	<b>\$17.06</b>
16+ Years	\$ 16.97	<b>\$17.28</b>

COTA and PTA	Effective 1/1/16	Effective 12/29/16
Start	\$ 16.32	<b>\$16.61</b>
1 Year	\$ 16.66	<b>\$16.96</b>
2 Years	\$ 17.05	<b>\$17.36</b>
3 Years	\$ 17.43	<b>\$17.74</b>
4 Years	\$ 17.65	<b>\$17.97</b>
5 Years	\$ 18.71	<b>\$19.05</b>
6 Years	\$ 18.93	<b>\$19.27</b>
7 Years	\$ 19.17	<b>\$19.52</b>
8 Years	\$ 19.51	<b>\$19.86</b>
9 Years	\$ 19.90	<b>\$20.26</b>
10 Years	\$ 20.35	<b>\$20.72</b>

3. Both parties agree that at the end of this contract the above items will be included in the next contract beginning January 1, 2018

**ST. MICHAEL'S HEALTH AND REHABILITATION CENTER**

By   
Cheri High, Corp. Executive Officer

Date: 3-2-17

**UNITED FOOD and COMMERCIAL WORKERS UNION,  
LOCAL 1189, Duluth, Minnesota**

By   
Tom Cvar, Union Representative

Date: 3/2/17