

**AGREEMENT
Reached
By and Between
St. Michael's
And
UFCW Local 1189
(For Wage and Insurance Opener 10-1-14)**

1. Section 14.3 Insurance eligibility: Replace existing eligibility language for all employees with the following: Beginning April 1, 2015, eligibility for insurance and the Employer's contribution of \$485 per month shall include employees working 112 or more hours (compensated hours) in the two payroll periods preceding the first of any month. Hours for eligibility through March of 2015 will remain under the previous eligibility requirements. Accordingly, Employees meeting the previous hours requirement in March of 2015 will have coverage through May of 2015 if they remain employed with St. Michaels. (The existing rules 1, 2 and 3 at the end of Section 14.3 will remain).
2. Section 14.2 Insurance contribution: Effective 1/1/15 the Employer will contribute \$485 per month (currently \$460) for eligible employees.
3. Wages: Effective 10/1/14 step increases will continue.
4. Wages: Effective the pay period including 10/1/14, increase wage steps of less than \$14 per hour by \$.16 per hour. (Already implemented per earlier agreement on plan submitted to State).
5. Wages: Effective first full pay period starting after ratification implement the following CNA wage scale:

| | |
|---------|---------|
| Start | \$11.75 |
| 1 year | \$12.00 |
| 2 years | \$12.25 |
| 3 years | \$12.50 |
| 4 years | \$12.75 |

6. Also, see attached letter of agreement in reference to #1, Insurance eligibility.

**APPENDIX "A" - WAGES
MINIMUM SCHEDULE OF WAGES
Effective pay period including 10/1/14**

**CNA / NAR
Effective 04/23/2015**

| | |
|---------------|----------------|
| Start | \$11.75 |
| 1 Year | 12.00 |
| 2 Years | 12.25 |
| 3 Years | 12.50 |
| 4 Years | 12.75 |
| 5 Years | 14.00 |
| 6 Years | 14.34 |
| 7 Years | 14.45 |
| 8 Years | 14.55 |
| 9 Years | 14.67 |
| 10 Years | 14.93 |
| 11 - 15 Years | 15.05 |
| 16+ Years | 15.15 |

**Effective the pay period including 10/1/14
CULINARY SERVICES ASSISTANT, THERAPY AIDES,
ACTIVITIES ASSISTANT, HOUSEKEEPER, AND COOKS HELPER**

| | |
|---------------|----------------|
| Start | \$10.11 |
| 6 Months | 10.23 |
| 1 Year | 10.39 |
| 2 Years | 10.99 |
| 3 Years | 11.48 |
| 4 Years | 12.09 |
| 5 Years | 13.90 |
| 6 Years | 14.05 |
| 7 Years | 14.18 |
| 8 Years | 14.28 |
| 9 Years | 14.39 |
| 10 Years | 14.66 |
| 11 - 15 Years | 14.78 |
| 16+ Years | 14.88 |

HEALTH UNIT COORDINATOR

| | |
|----------|----------------|
| Start | \$10.88 |
| 6 Months | 11.02 |
| 1 Year | 11.17 |
| 2 Years | 11.79 |
| 3 Years | 12.28 |
| 4 Years | 12.88 |
| 5 Years | 13.95 |

One over-scale employee is currently at \$ \$15.05

COOKS

| | |
|---------------|----------------|
| Start | \$10.34 |
| 6 Months | 10.44 |
| 1 Year | 10.61 |
| 2 Years | 11.21 |
| 3 Years | 11.70 |
| 4 Years | 12.46 |
| 5 Years | 14.00 |
| 6 Years | 14.34 |
| 7 Years | 14.44 |
| 8 Years | 14.55 |
| 9 Years | 14.67 |
| 10 Years | 14.93 |
| 11 - 15 Years | 15.05 |
| 16+ Years | 15.15 |

COTA/PTA

| | |
|----------|---------|
| Start | \$15.54 |
| 1 Year | 15.87 |
| 2 Years | 16.24 |
| 3 Years | 16.60 |
| 4 Years | 16.81 |
| 5 Years | 17.82 |
| 6 Years | 18.03 |
| 7 Years | 18.26 |
| 8 Years | 18.58 |
| 9 Years | 18.92 |
| 10 Years | 19.38 |

MAINTENANCE TECHNICIAN SCALE

| | |
|---------------|---------|
| Start | \$14.00 |
| 6 Months | 14.34 |
| 1 Year | 14.44 |
| 2 Years | 14.55 |
| 3 Years | 14.67 |
| 4 Years | 14.87 |
| 5 Years | 15.01 |
| 6 Years | 15.15 |
| 7 Years | 15.30 |
| 8 Years | 15.45 |
| 9 Years | 15.60 |
| 10 Years | 15.81 |
| 11 - 15 Years | 15.96 |
| 16+ Years | 16.16 |

For the Employer

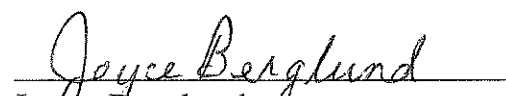
DATE: 4/24/2015



Cheri High
Administrator

For the Union

DATE: 4/24/2015



Joyce Berglund
Union Representative

Letter of Agreement

By and Between

St. Michaels

And

UFCW Local 1189

The Employer and Union are parties to a labor agreement that expires September 30, 2015. This Letter of Agreement will be attached to that agreement as result of the wage and insurance opener negotiated by the parties as provided in that agreement. The parties have agreed that the following named individuals will be eligible for the Trust insurance plan identified in the labor agreement provided they continue to work ninety-six (96) or more hours in the two payroll periods preceding the first of any month.

Kathy Hill

Cheri Nelimark

Carla Aimonetti

Bonnie Mickelson

Ramona Suomi


Joan Kruse

For the Employer

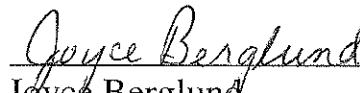
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