

ADDENDUM TO COLLECTIVE BARGAINING AGREEMENT 1/1/17

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

Wage and Benefits Updates (2017)

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 July 1, 2017, the Employer will contribute eighty-eight percent (88%) of the cost of Plan A (Single Coverage). The Employee will contribute twelve percent (12%) 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 twenty cent (\$.20) increase effective December 29, 2016

Certified Nurse Aides NAR

Year Level	1/1/2016	12/29/2016
Start	\$14.39	\$14.59
1	14.54	\$14.74
2	14.69	\$14.89
3	14.93	\$15.13
4	15.62	\$15.82
5	17.02	\$17.22
6	17.35	\$17.55
7	17.46	\$17.66
8	17.46	\$17.66
9	17.57	\$17.77
10	17.67	\$17.87
11 to 15	18.05	\$18.25
16	18.40	\$18.60

Health Unit Coordinator (HUC)

Year Level	1/1/2016	12/29/2016
Start	\$12.85	\$13.05
6 Months	12.99	\$13.19
1	13.14	\$13.34
2	13.74	\$13.94
3	14.22	\$14.42
4	14.81	\$15.01
5	15.81	\$16.01
6	16.14	\$16.34
7	16.20	\$16.40
8	16.30	\$16.50
9	16.40	\$16.60
10	16.85	\$17.05
11	17.10	\$17.30

Culinary Aide / Service Aide

Year Level	1/1/2016	12/29/2016
Start	\$11.31	\$11.51
6 Months	11.42	\$11.62
1	11.58	\$11.78
2	12.17	\$12.37
3	12.65	\$12.85
4	13.25	\$13.45
5	15.02	\$15.22
6	15.07	\$15.27
7	15.19	\$15.39
8	15.29	\$15.49
9	15.40	\$15.60
10	15.41	\$15.61
11 to 15	15.78	\$15.98
16	16.13	\$16.33

Cooks

Year Level	1/1/2016	12/29/2016
Start	\$11.53	\$11.73
6 Months	11.63	\$11.83
1	11.80	\$12.00
2	12.38	\$12.58
3	12.87	\$13.07
4	13.62	\$13.82
5	15.02	\$15.22
6	15.35	\$15.55
7	15.46	\$15.66
8	15.46	\$15.66
9	15.57	\$15.77
10	15.67	\$15.87
11 to 15	16.05	\$16.25
16	16.40	\$16.60

Housekeeper

Year Level	1/1/2016	12/29/2016
Start	\$11.31	\$11.51
6 Months	11.42	\$11.62
1	11.58	\$11.78
2	12.17	\$12.37
3	12.65	\$12.85
4	13.25	\$13.45
5	15.02	\$15.22
6	15.07	\$15.27
7	15.19	\$15.39
8	15.29	\$15.49
9	15.40	\$15.60
10	15.41	\$15.61
11 to 15	15.78	\$15.98
16	16.13	\$16.33

Maintenance Tech

Year Level	1/1/2016	12/29/2016
Start	\$11.53	\$11.73
6 Months	11.63	\$11.83
1	11.80	\$12.00
2	12.38	\$12.58
3	12.87	\$13.07
4	13.62	\$13.82
5	15.02	\$15.22
6	15.35	\$15.55
7	15.46	\$15.66
8	15.46	\$15.66
9	15.57	\$15.77
10	15.67	\$15.87
11 to 15	16.05	\$16.25
16	16.40	\$16.60

Wellness Coach

Year Level	1/1/2016	12/29/2016
Start	\$11.81	\$12.01
6 Months	11.92	\$12.12
1	12.08	\$12.28
2	12.67	\$12.87
3	13.15	\$13.35
4	13.75	\$13.95
5	15.52	\$15.72
6	15.57	\$15.77
7	15.69	\$15.89
8	15.79	\$15.99
9	15.90	\$16.10
10	15.91	\$16.11
11 to 15	16.28	\$16.48
16	16.63	\$16.83

Care Assistants

Year Level	1/1/2016	12/29/2016
Start	\$11.31	\$11.51
6 Months	11.42	\$11.62
1	11.58	\$11.78
2	12.17	\$12.37
3	12.65	\$12.85
4	13.25	\$13.45
5	15.02	\$15.22
6	15.07	\$15.27
7	15.19	\$15.39
8	15.29	\$15.49
9	15.40	\$15.60
10	15.41	\$15.61
11 to 15	15.78	\$15.98
16	16.13	\$16.33

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. RAPHAEL'S HEALTH AND REHABILITATION CENTER

By 
Mike Schultz – Administrator

Date: 2/28/17

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

By 
Tom Cvar, Union Representative

Date: 2/28/17