

Letter of Agreement  
By and Between  
UFCW Local 1189  
And  
United Pioneer Home

HOUSEKEEPING/DIETARY

5% wage increase effective 10/2/21 (Start of payroll)

<u>Years</u>	<u>Current</u>	<u>10/2/21</u>
0	\$10.52	\$11.05
1 year	\$10.77	\$11.31
2 year	\$11.00	\$11.55
3 year	\$11.21	\$11.77
4 year	\$11.42	\$11.99
5 year	\$11.64	\$12.22
6 year	\$11.85	\$12.44
7 year	\$12.09	\$12.69
8 year	\$12.29	\$12.90
9 year	\$12.50	\$13.13
10 year	\$12.70	\$13.34

COOKS

5% wage increase effective 10/2/21(Start of payroll)

<u>Years</u>	<u>Current</u>	<u>10/2/21</u>
0	\$11.73	\$12.32
1 year	\$11.98	\$12.58
2 year	\$12.23	\$12.84
3 year	\$12.48	\$13.10
4 year	\$12.71	\$13.35
5 year	\$12.95	\$13.60
6 year	\$13.19	\$13.85
7 year	\$13.44	\$14.11
8 year	\$13.68	\$14.36
9 year	\$13.90	\$14.60
10 year	\$14.13	\$14.84

LAUNDRY

7% wage increase effective 10/2/21 (Start of payroll)

<u>Years</u>	<u>Current</u>	<u>10/2/21</u>
0	\$ 9.52	\$10.19
1 year	\$ 9.67	\$10.35
2 Year	\$ 9.84	\$10.53
3 year	\$10.01	\$10.71
4 year	\$10.18	\$10.89
5 year	\$10.35	\$11.07
6 year	\$10.52	\$11.26
7 year	\$10.69	\$11.44
8 year	\$10.85	\$11.61
9 year	\$11.00	\$11.77
10 year	\$11.16	\$11.94

CNAs

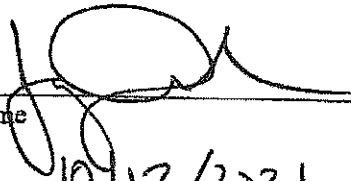
7% wage increase effective 10/2/21(Start of payroll)

<u>Years</u>	<u>Current</u>	<u>10/2/21</u>
0	\$14.25	\$15.25
1 year	\$14.47	\$15.48
2 year	\$14.72	\$15.75
3 year	\$14.99	\$16.04
4 year	\$15.22	\$16.29
5 year	\$15.48	\$16.56
6 year	\$15.74	\$16.84
7 year	\$15.99	\$17.11
8 year	\$16.19	\$17.32
9 year	\$16.39	\$17.54
10 year	\$16.59	\$17.75

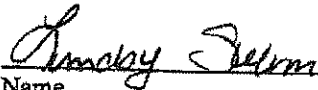
Increased CNA PM Shift to \$2.50/hr

Above/Overscale to receive same increase as in their job category.

FOR THE EMPLOYER  
United Pioneer Home

  
\_\_\_\_\_  
Name  
  
10/12/2021  
\_\_\_\_\_  
Date

FOR THE UNION  
United Food & Commercial Workers  
Local 1189

  
\_\_\_\_\_  
Name  
  
9.30.2021  
\_\_\_\_\_  
Date