

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

ARTICLE 5 - SCHEDULE OF WAGES

The 90-day increase will be removed from each progression. The scales have been lengthened and members will be placed on the new rates if they have been employed 8 years or more.

Employees paid above scale and/or over scale shall receive the same increases as in all job categories on the same dates listed below.

Cook/Housekeeping/Dietary

Years	<u>10/01/18</u>	<u>07/13/19</u>
0	\$9.98	\$10.13
90 days	\$10.19	N/A
1 year	\$10.40	\$10.56
2 years	\$10.62	\$10.78
3 years	\$10.83	\$10.99
4 years	\$11.03	\$11.20
5 years	\$11.24	\$11.41
6 years	\$11.45	\$11.62
7 years	\$11.67	\$11.85
8 years	N/A	\$12.05
9 years	N/A	\$12.25
10 years	N/A	\$12.45

Employees paid above scale and/or over scale shall receive the same increases as in all job categories on the same dates listed below.

Laundry

<u>Years</u>	<u>10/01/18</u>	<u>7/13/19</u>
0	\$8.76	\$8.89
90 days	\$8.91	N/A
1 year	\$9.07	\$9.21
2 years	\$9.23	\$9.37
3 years	\$9.39	\$9.53
4 years	\$9.55	\$9.69
5 years	\$9.71	\$9.86
6 years	\$9.87	\$10.02
7 years	\$10.03	\$10.18
8 years	N/A	\$10.33
9 years	N/A	\$10.48
10 years	N/A	\$10.63

Employees paid above scale and/or over scale shall receive the same increases as in all job categories on the same dates listed below.

CNAs

<u>Years</u>	<u>10/01/18</u>	<u>7/13/19</u>
0	\$11.67	\$14.00
90 days	\$11.88	N/A
1 year	\$12.10	\$14.40
2 years	\$12.31	\$14.65
3 years	\$12.53	\$14.91
4 years	\$12.73	\$15.15
5 years	\$12.94	\$15.40
6 years	\$13.16	\$15.66
7 years	\$13.37	\$15.91
8 years	N/A	\$16.11
9 years	N/A	\$16.31
10 years	N/A	\$16.51

ARTICLE 17 - BENEFIT PLANS

No change to the Retirement Plan

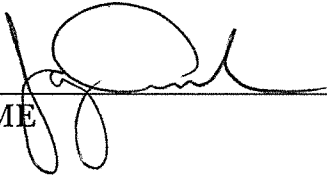
17.4 Retirement Plan

The Union agrees to allow the Employer to terminate its Defined Benefit Pension Plan and “roll-over” all distributions for bargaining unit employees into the United Food & Commercial Workers Local 1189 St. Paul Food Employers Defined Contribution Plan (401-A/K). (Note: In order to be eligible for the “roll-over,” Employees must sign an agreement to “roll-over” their proceeds into the new plan.)

Effective the 1st of the month following the termination of the Employer’s Defined Benefit Plan, but no later than December 1, 2017 the Employer will begin contributions to the United Food & Commercial Workers Local Union 1189 St. Paul Food Employers Defined Contribution Plan (401-A/K) on behalf of all employees in the bargaining unit who have completed probation as follows: \$.15 an hour to the 401-A/K approximately 10/1/2017 or the first of the month after employee pension funds are distributed, whichever is first.

Signed and dated this ___ Day of June, 2019

FOR THE EMPLOYER

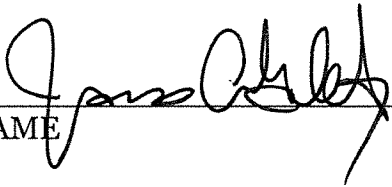


NAME

6/26/2019

DATE

FOR THE UNION



NAME

26 Jun 19

DATE