

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
UNITED FOOD AND COMMERCIAL WORKERS LOCAL 1189
AND CAPITOL VIEW TRANSITIONAL CARE CENTER
NURSES CONTRACT
(2022 – 2024 collective bargaining agreement)**

**New RN and LPN Experience Hiring Grid and hourly rate adjustment
Effective September 4, 2022**

In reviewing the health care market, Capitol View Transitional Care Center determined that technical market adjustments are needed to assist with recruitment and retention of nurses. Article 14 (Minimum Standards) provides that “This Agreement provides minimum standards only and shall not prevent the Employer from granting additional payments or benefits so long as such granting is not otherwise violation of this Agreement or state or federal laws.” Capitol View contacted UFCW regarding the adjustments and the parties agreed that memorializing the technical market adjustments by replacing the existing hiring grid/scale was appropriate.

Accordingly, Capitol View Transitional Care Center and UFCW agree to the following:

Effective September 4, 2022, the RN and LPN Experience Hiring Grid in Appendix B of the 2022 – 2024 RN and LPN UFCW and Capitol View collective bargaining agreement will be replaced with the new Experience Hiring Grid below.

Experience Hiring Grid Effective 9/4/2022

Years of Experience	RN Effective 2/13/2022 to 9/3/2022	RN Effective 9/4/2022	LPN Effective 2/13/2022 to 9/3/2022	LPN Effective 9/4/2022
(1yr = 2080 hrs)				
START	\$32.47	36.47	\$26.29	28.29
1 YEAR	\$32.79	36.79	\$26.54	28.54
2 YEARS	\$33.13	37.13	\$26.82	28.82
3 YEARS	\$33.77	37.77	\$27.35	29.35
4 YEARS	\$34.12	38.12	\$27.62	29.62
5 YEARS	\$34.45	38.45	\$27.90	29.90

6 YEARS	\$34.80	38.80	\$28.18	30.18
7 YEARS	\$35.15	39.15	\$28.46	30.46
8 YEARS	\$35.50	39.50	\$28.75	30.75
9 YEARS	\$35.86	39.86	\$29.03	31.03
10 YEARS	\$36.22	40.22	\$29.33	31.33
11 YEARS	\$36.58	40.58	\$29.63	31.63
12 YEARS	\$36.94	40.94	\$29.90	31.90
13 YEARS	\$37.31	41.31	\$30.21	32.21


Effective September 4, 2022, current RNs will receive a four dollar an hour (\$4.00/hr.) increase to their base hourly rate and current LPNs will receive a two dollar an hour (\$2.00/hr.) increase to their base hourly rate.

The parties agree that this Agreement shall not set any precedent, will not operate as a waiver of any Union or Employer right and may not be used as evidence of a binding past practice or for any other purpose than enforcing the terms of this Agreement.

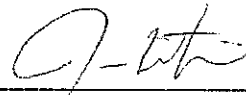
Please sign and date below to indicate an acceptance of this matter.

For The Employer
Capitol View Transitional Care Center

For The Union
United Food and Commercial Workers
Local 1189



Michelle Mangan
Executive Director
Date



James Westin
Business Representative
Date