

Wage Reopener Proposal

Contractually for Scheduled for 1/1/2022

Done In Advance

Letter of Understanding

Regarding 1-1-2022 Wage Reopener

COLLECTIVE BARGAINING AGREEMENT

By and Between

**AUGUSTANA HEALTH CARE CENTER OF HASTINGS
(Service & Maintenance Employees)**

and

UNITED FOOD AND COMMERCIAL WORKERS UNION LOCAL 1189

5.4 All employees working the afternoon shift will receive a shift differential of one dollar and twenty-five cents (\$1.25) per hour. It is understood the afternoon shifts include shifts beginning at or after 2:30 PM and end by 11:00 PM. **As of 11-1-2021, afternoon Cooks will not receive a \$1.00 differential, but instead will receive the \$1.50 differential that day cooks receive. Moving forward from 11-1-2021, these differential's will be included in a new and separate pay scale for the cooks.**

LETTER OF UNDERSTANDING
 By and Between
 AUGUSTANA HEALTH CARE CENTER OF HASTINGS
 and
 THE UNITED FOOD AND COMMERCIAL WORKERS UNION, LOCAL 1189
 ON-CALL- CNA

No other contractual benefits shall apply, except all on-call employees shall receive double time when working a designated holiday.

Appendix "A"

NAR's, Quality Assurance Aides

TMA's split from NAR's, same Increase, \$1.50 differential added in.

	Current	11/1/2021		Current	11-1-2021
Hire	\$15.06	\$17.50	Hire	\$15.06	\$19.00
2080	\$15.42	\$17.89	2080	\$15.42	\$19.39
4160	\$15.67	\$18.18	4160	\$15.67	\$19.68
6240	\$15.96	\$18.51	6240	\$15.96	\$20.01
8320	\$16.24	\$18.84	8320	\$16.24	\$20.34
10400	\$16.50	\$19.14	10400	\$16.50	\$20.64
12480	\$16.79	\$19.48	12480	\$16.79	\$20.98
14560	\$17.09	\$19.82	14560	\$17.09	\$21.32
16640	\$17.38	\$20.16	16640	\$17.38	\$21.66
18720	\$17.73	\$20.57	18720	\$17.73	\$22.07
20800	\$18.04	\$20.93	20800	\$18.04	\$22.43
22880	\$18.34	\$21.27	22880	\$18.34	\$22.77
24960	\$18.78	\$21.78	24960	\$18.78	\$23.28
27040	\$19.48	\$22.60	27040	\$19.48	\$24.10

16% increase to all overscale employees listed above.
 PM and NOC shift differentials still apply.

On-Call NAR's

	Current	11/1/21
Hire	\$17.86	\$18.50
2080	\$18.58	\$18.89
4160	\$18.58	\$19.18
6240	\$18.58	\$19.51
8320	\$19.07	\$19.84
10400	\$19.14	\$20.14

New rates based on NAR scale + \$1.00 but cap at 10,400 hours

**Cooks, split from Dietary Aides,
afternoon and day differential
moved to \$1.50 and added to
base pay**

	Current	1-10-22
Hire	\$13.21	\$16.69
2080	\$13.60	\$17.14
4160	\$13.90	\$17.49
6240	\$14.21	\$17.84
8320	\$14.53	\$18.21
10400	\$14.86	\$18.59
12480	\$15.19	\$18.97
14560	\$15.55	\$19.38
16640	\$15.87	\$19.75
18720	\$16.21	\$20.14
20800	\$16.59	\$20.58
22880	\$16.96	\$21.00
24960	\$17.34	\$21.44
27040	\$17.68	\$21.83
29120	\$18.10	\$22.32
31200	\$18.77	\$23.09

**15% increase to all overscale
employees listed above.**

Diana Taylor-Davis
For the Union

1-24-22
Date

**Therapeutic Program, Dietary Aides,
Environmental Services, RCA's**

	Current	1-10-22
Hire	\$13.21	\$15.06
2080	\$13.60	\$15.50
4160	\$13.90	\$15.85
6240	\$14.21	\$16.20
8320	\$14.53	\$16.56
10400	\$14.86	\$16.94
12480	\$15.19	\$17.32
14560	\$15.55	\$17.73
16640	\$15.87	\$18.09
18720	\$16.21	\$18.84
20800	\$16.59	\$18.91
22880	\$16.96	\$19.33
24960	\$17.34	\$19.77
27040	\$17.68	\$20.16
29120	\$18.10	\$20.63
31200	\$18.77	\$21.40

**14% increase to all overscale
employees listed above.**

Merilee Johnson
For the Employer

1-24-22
Date