

**LETTER OF UNDERSTANDING
(2018 WAGE RE-OPENER)**

The Evangelical Lutheran Good Samaritan Society d/b/a Good Samaritan Society – MAPLEWOOD (the "Employer") and UFCW Local 1189 (the "Union"), parties to a Collective Bargaining Agreement ("CBA") in effect from October 1, 2016, through February 28, 2020, have reached the following understandings and agreements with respect to wage increases during the second year of the contract term (February 28, 2018 through February 28, 2019).

Effective January 1, 2018, all bargaining unit employees with less than 10 years of service, as of January 1, 2018, will receive a wage increase of \$0.20 per hour.

Effective January 1, 2018, all bargaining unit employees with 10 or more years of service, as of January 1, 2018, will receive a wage increase of \$0.30 per hour.

Effective January 1, 2018, an increase of \$0.20 per hour will be added to the starting rate for all bargaining unit classifications, and to each step on the hiring grid, as reflected below:

HIRING WAGE GRID FOR NEW HIRES

Position	Start	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10
CNA*	\$14.05	\$14.26	\$14.47	\$14.68	\$14.90	\$15.12	\$15.34	\$15.57	\$15.80	\$16.04	\$16.27
Act. Aide	\$11.70	\$11.87	\$12.05	\$12.23	\$12.41	\$12.59	\$12.77	\$12.96	\$13.15	\$13.35	\$13.55
Dietary Asst.	\$11.70	\$11.87	\$12.05	\$12.23	\$12.41	\$12.59	\$12.77	\$12.96	\$13.15	\$13.35	\$13.55
Hksp. Asst.	\$11.70	\$11.87	\$12.05	\$12.23	\$12.41	\$12.59	\$12.77	\$12.96	\$13.15	\$13.35	\$13.55
Laundry Asst.	\$11.70	\$11.87	\$12.05	\$12.23	\$12.41	\$12.59	\$12.77	\$12.96	\$13.15	\$13.35	\$13.55
Env. Asst.	\$12.76	\$12.95	\$13.14	\$13.33	\$13.53	\$13.73	\$13.93	\$14.14	\$14.35	\$14.56	\$14.78
Cook	\$13.45	\$13.65	\$13.85	\$14.06	\$14.26	\$14.47	\$14.69	\$14.91	\$15.13	\$15.35	\$15.58

*TMA would receive \$1.00/hr. premium over CNA rate. Restorative Aide would receive \$0.50/hr. premium over CNA rate.

This Letter of Understanding shall be effective February 15, 2018.

For the Employer:

Catherine A. Cano
Catherine A. Cano

For the Union:

Jeanine Owusu
Jeanine Owusu

Date: 4/16/18

Date: 4/13/2018