

**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 third year of the contract term (February 28, 2019 through February 28, 2020).

Effective February 1, 2019, all Certified Nursing Assistants will receive a wage increase of \$0.35 per hour, and all other bargaining unit employees will receive a wage increase of \$0.25 per hour.

Effective February 1, 2019, the Employer will offer CNAs a \$0.50 per hour shift differential for all hours worked on the PM Shift, and an additional \$0.25 per hour shift differential for all hours worked on the Night/NOC Shift (for a total shift differential of \$1.00 per hour for the Night/NOC Shift).

Effective February 1, 2019, the hiring grid will be modified as follows:

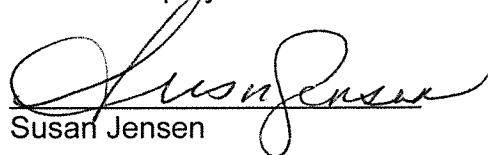
HIRING WAGE GRID FOR NEW HIRES

Position	Start	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10
CNA*	\$14.40	\$14.61	\$14.82	\$15.03	\$15.25	\$15.47	\$15.69	\$15.92	\$16.15	\$16.39	\$16.62
Act. Aide	\$11.95	\$12.12	\$12.30	\$12.48	\$12.66	\$12.84	\$13.02	\$13.21	\$13.40	\$13.60	\$13.80
Dietary Asst.	\$11.95	\$12.12	\$12.30	\$12.48	\$12.66	\$12.84	\$13.02	\$13.21	\$13.40	\$13.60	\$13.80
Hksp. Asst.	\$11.95	\$12.12	\$12.30	\$12.48	\$12.66	\$12.84	\$13.02	\$13.21	\$13.40	\$13.60	\$13.80
Laundry Asst.	\$11.95	\$12.12	\$12.30	\$12.48	\$12.66	\$12.84	\$13.02	\$13.21	\$13.40	\$13.60	\$13.80
Env. Asst.	\$13.01	\$13.20	\$13.39	\$13.58	\$13.78	\$13.98	\$14.18	\$14.39	\$14.60	\$14.81	\$15.03
Cook	\$13.70	\$13.90	\$14.10	\$14.31	\$14.51	\$14.73	\$14.94	\$15.16	\$15.38	\$15.60	\$15.83

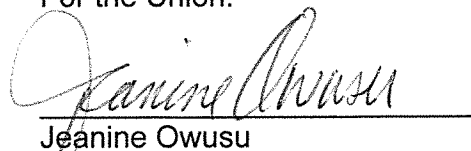
***TMA would receive \$1.00/hr. premium over CNA rate. Restorative Aide would receive \$0.50/hr. premium over CNA rate.**

This Letter of Understanding shall be effective February 1, 2019.

For the Employer:


Susan Jensen

For the Union:


Jeanine Owusu

Date: 2/01/2019

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