

Appendix "B" – Wages and Differentials

Article 1

Section 1.4.1 Moved to Article1, Section 1.5.1

Wage increases apply to all Employees including those over scale or above scale.

Wage increases are retroactive to February 1, 2020, to be paid the first full pay period after ratification.

Employees will progress through the 15-year scale on the anniversary of their date of hire each year.

NURSING ASSISTANT

1% wage increase effective February 1, 2020

Start	1 year	2 years	3 years	4 years	5 years	6 years	7 years	8 years	9 years
\$14.27	\$14.81	\$15.23	\$15.67	\$16.10	\$16.52	\$16.86	\$17.18	\$17.49	\$17.82

10 years	11 years	12 years	13 years	14 years	15 years
\$18.15	\$18.35	\$18.57	\$18.78	\$19.01	\$19.22

COOKS & MAINTENANCE

1% wage increase effective February 1, 2020

Start	1 year	2 years	3 years	4 years	5 years	6 years	7 years	8 years	9 years
\$13.01	\$13.53	\$13.97	\$14.39	\$14.83	\$15.25	\$15.56	\$15.90	\$16.21	\$16.52

10 years	11 years	12 years	13 years	14 years	15 years
\$16.85	\$17.06	\$17.28	\$17.48	\$17.70	\$17.91

DIETARY AIDE

1% wage increase effective February 1, 2020

Start	1 year	2 years	3 years	4 years	5 years	6 years	7 years	8 years	9 years
\$12.05	\$12.57	\$13.01	\$13.43	\$13.87	\$14.28	\$14.60	\$14.93	\$15.21	\$15.56

10 years	11 years	12 years	13 years	14 years	15 years
\$15.90	\$16.10	\$16.31	\$16.52	\$16.74	\$16.96

ACTIVITY AIDE

1% wage increase effective February 1, 2020

Start	1 year	2 years	3 years	4 years	5 years	6 years	7 years	8 years	9 years
\$12.64	\$13.17	\$13.58	\$14.02	\$14.44	\$14.88	\$15.20	\$15.51	\$15.83	\$16.15

10 years	11 years	12 years	13 years	14 years	15 years
\$16.46	\$16.69	\$16.91	\$17.11	\$17.33	\$17.53

New hired Employee with like experience will not be hired at a rate above existing Employees.

New Shift and additional TMA premiums become effective the first full pay period after Ratification.

Preceptor Pay: Preceptor Pay of one dollar (\$1.00) per hour in addition to the Employee's normal rate of pay. The preceptor designation shall be marked on the Employee's time card and approved by the department head.

PM Shift Premium: \$.50/hr

NOC Shift Premium: \$1.00/hr

TMA's Premium: \$1.00/hour premium above NAR Wage Scale

Current TMA Employees are Grandfathered with the former \$.50 TMA Premium as a part of their regular wage. When they work as a TMA, they will receive an additional \$.50 per hour. They are Leeann Moore, Sabrina Sadinge, Ottello Debar, Tynika Smith, Antaeus Berryhill, and Kathy Thompson.

SIGNED AND DATED THIS 5th DAY OF June 2020

FOR THE EMPLOYER
THE EMERALDS AT ST PAUL, LLC

FOR THE UNION
UNITED FOOD & COMMERCIAL
WORKERS LOCAL 1189

Josh Legu
Name

Patricia
Name

6/5/2020
Date

6/5/2020
Date

gf/opeiu #12