

Letter of Understanding  
between  
UFCW Local 1189  
&  
Galtier Service & Maintenance – Villa  
July 1, 2022

Years of Experience	Nursing Assistant		Cook		Dietary Aide		Maintenance
	5/23/2021	7/1/2022	5/23/2021	7/1/2022	5/23/2021	7/1/2022	7/1/2022
NEW	\$15.38	\$17.75	\$15.38	\$16.38	\$13.79	\$14.79	\$16.97
YEAR 1	\$15.60	\$18.00	\$15.91	\$16.88	\$14.32	\$15.29	\$17.50
YEAR 2	\$15.81	\$18.25	\$16.44	\$17.38	\$14.85	\$15.79	\$18.04
YEAR 3	\$16.02	\$18.50	\$16.97	\$17.88	\$15.38	\$16.29	\$18.57
YEAR 4	\$16.23	\$17.75	\$17.50	\$18.38	\$15.91	\$16.79	\$19.10
YEAR 5	\$16.44	\$19.00	\$18.04	\$18.88	\$16.44	\$17.29	\$19.63
YEAR 6	\$16.66	\$19.25					
YEAR 7	\$16.87	\$19.50					
YEAR 8	\$17.08	\$19.75					
YEAR 9	\$17.29	\$20.00					
YEAR 10	\$17.50	\$20.25					

\*Preceptors will earn an extra \$1.00 per hour for all hours scheduled to train new employees.

\*Preceptors will be defined as employees assigned to train in new employees.

\*Overscale employees

CNA Overscale: 5%

Cooks/Dietary Overscale: 5%

\*Villa will agree to retroactively pay all wage increases back to June 1, 2022.

\*Employer will eliminate the existing attendance incentive program dated 3/29/2020.

dag/opeiu#12