

LETTER OF UNDERSTANDING  
 BETWEEN  
 UFCW 1189  
 AND  
 ITASCA NURSING HOME BOARD  
 FOR  
 ITASCA NURSING HOME DBA  
 GRAND VILLAGE

Health Insurance and wage increases for 2022 for all UFCW represented employees

**ARTICLE 8 EMPLOYEES INSURANCE PROGRAM**

Employer will provide a health insurance plan that is mutually agreed upon by Union and Employer. The employer shall pay for eighty five percent (85%) of the premium cost for employees who elect single coverage and sixty five percent (65%) of the premium cost for employees who elect family coverage. In addition, in the 2021 plan year the Employer will contribute into a Health Savings Account (HSA) seventy five percent (75%) of the single or family deductible or the employee may elect to use the Employer HSA contribution to lower their premium deductions. No HSA contributions shall be made for employees who do not elect coverage through the Employer.

**WAGES:**

5% increase to all classifications.

Effective 1/1/2022	Start	After 1	After 2	After 3	After 4	After 5	After 6	After 7	After 8
Registered Nurse	\$ 29.68	\$ 30.09	\$ 30.49	\$ 30.71	\$ 31.11	\$ 31.42	\$ 31.74	\$ 32.06	\$ 32.18
Bridge Nurse	\$ 29.57	\$ 29.98	\$ 30.38	\$ 30.80	\$ 31.48	\$ 32.16	\$ 32.84	\$ 33.29	\$ 34.56
Effective 1/1/2022	Start	After 1	After 2	After 3	After 4	After 5	After 6	After 7	After 8
LPN	\$ 21.21	\$ 21.63	\$ 21.99	\$ 22.80	\$ 23.15	\$ 23.48	\$ 23.94	\$ 24.17	\$ 24.69
NAR	\$ 17.30	\$ 17.66	\$ 17.96	\$ 18.67	\$ 18.96	\$ 19.28	\$ 19.56	\$ 19.87	\$ 20.31
Activities	\$ 14.88	\$ 15.26	\$ 15.56	\$ 16.26	\$ 16.55	\$ 16.84	\$ 17.17	\$ 17.43	\$ 17.89
All Other	\$ 14.21	\$ 14.55	\$ 14.85	\$ 15.52	\$ 15.80	\$ 16.09	\$ 16.71	\$ 17.23	\$ 17.49
Medical Records	\$ 15.41	\$ 15.77	\$ 16.03	\$ 16.71	\$ 16.98	\$ 17.29	\$ 17.58	\$ 17.86	\$ 18.28
Dietary Assistant	\$ 13.81	\$ 14.19	\$ 14.37	\$ 14.76	\$ 15.14	\$ 15.94	\$ 16.71	\$ 17.23	\$ 17.49
Cook (\$1.75 > D.A.)	\$ 15.56	\$ 15.94	\$ 16.12	\$ 16.51	\$ 16.89	\$ 17.69	\$ 18.46	\$ 18.98	\$ 19.24

*Stellwing* 12/2/21  
 Grand Village Date

*B. B. B.* 12/2/21  
 UFCW Date