

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

Health Insurance and wage increases for 2021 for all UFCW represented employees.

**Article 8**

Employer will provide a health insurance that is mutually agreed upon by Union and Employer. The employer shall pay for eighty percent (80%) of the premium cost for employees who elect single coverage and sixty percent (60%) of the premium cost for employees who elect family coverage. In addition, in the 2021 plan year the Employer will contribute onto a Health Savings Account (HSA) five percent (75%) of the single or family deductible, or the employee may elect to use the Employer HSA contribution to lower their premium deduction. No HSA contributions shall be made for employees who do not elect coverage through the Employer.

**Wages**

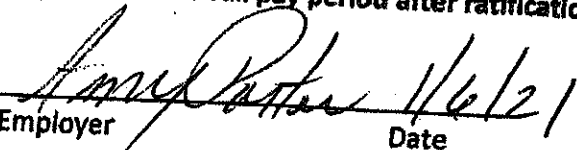
3.0 % increase to all classifications, starting through after 8 years effective 1/1/2021.

\* The 6-year, 7-year, and 8-year steps on the "All Other" Classification will be made equivalent to the 6-year, 7-year, 8-year steps on the Dining Assistant scale.

Effective 1/1/2021	Start	After 1	After 2	After 3	After 4	After 5	After 6	After 7	After 8
Registered Nurse	28.27	28.66	29.04	29.25	29.63	29.92	30.23	30.53	30.65
Bridge Nurse	28.16	28.55	28.93	29.33	29.98	30.63	31.28	31.70	32.91

Effective 1/1/2021	Start	After 1	After 2	After 3	After 4	After 5	After 6	After 7	After 8
LPN	20.20	20.60	20.94	21.71	22.05	22.36	22.80	23.02	23.51
NAR	16.48	16.82	17.10	17.78	18.06	18.36	18.63	18.92	19.34
Activities	14.17	14.53	14.82	15.49	15.76	16.04	16.35	16.60	17.04
All Other	13.53	13.86	14.14	14.78	15.05	15.32	15.91	16.41	16.66
Medical Records	14.68	15.02	15.27	15.91	16.17	16.47	16.74	17.01	17.41
Dietary Assistant	13.15	13.51	13.69	14.06	14.42	15.18	15.91	16.41	16.66
Cook (\$1.75 > D.A.)	14.90	15.26	15.44	15.81	16.17	16.93	17.66	18.16	18.41

**Appreciation Bonus:** one time appreciation bonus of \$100 for each employee to be paid on the paycheck of the full pay period after ratification.

  
 Employer \_\_\_\_\_ Date \_\_\_\_\_

  
 Union \_\_\_\_\_ Date 1-4-2020