

**Lake City Care Center ("The Employer")  
and  
UFCW Local 1189 ("The Union")**

**Letter of Agreement – Wage Opener 2022**

On April 08, 2022, the Parties reached agreement on the 2022 Collective Bargaining Wage Opener.

The terms of the Agreement include:

- 1. Appendix A Wage Adjustments:**
  - a. Effective 03/01/22: **2.00%** Across-the-board increase for all job classifications
  - b. Effective 07/01/22: **1.50%** Across-the-board increase for all job classifications
- 2. (Non-CBA) Temporary Wage Augmentation:**
  - a. Reinstate temporary wage augmentations (**modified as below**) for current job classifications receiving augmentation March 1, 2022 through June 30, 2022.
    - RN/LPN: \$1.50 per hour
    - NAR: \$3.75 per hour
    - Culinary/Cook/Housekeeping/Laundry: \$1.75 per hour
- 3. (Non-CBA) Temporary Wage Augmentation:**
  - a. Reinstate temporary wage augmentations (**modified as below**) for current job classifications receiving augmentation from July 1, 2022 through December 31, 2022.
    - RN/LPN: \$1.10 per hour
    - NAR: \$3.55 per hour
    - Culinary/Cook/Housekeeping/Laundry: \$1.55 per hour
4. Back date agreed upon wage increases to March 1, 2022. Backdate temporary wage augmentations to March 1, 2022 – contingent upon ratification at the next scheduled vote and a full negotiation committee recommendation.
5. For calendar year 2022 of the collective bargaining agreement, the Parties agree to meet to discuss potential wage adjustments in the event that the State of Minnesota makes changes to increase long term care revenue which can be applied to permanent wage increases.

Signed;  
Employer:

*Laura J. Davis*

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Laura J. Davis, Systems Labor Relations Director

04/21/2022

Date

Union:

*James Westin*

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James Westin, UFCW Business Agent

4/20/22  
Date