

Letter of Understanding
Between
Good Samaritan Society – Maplewood
And
UFCW Local 1189
9/7/2021

This letter is to confirm an agreement made between Good Samaritan Society – Maplewood and UFCW 1189 regarding the Tentative Agreement made on January 28, 2020. Below is some information that was in the Tentative Agreement that was left out of the final contract.

A new pay progression grid will be established for all employees based on their years of service. Employees will advance through the pay progression grid in the following manner:

- a. Effective February 1, 2020 all employees will be placed on the grid corresponding with their years of service. Employees currently paid below on the rate shown for their step, will be provided a wage increase. Those paid more than the rate indicated for their step will retain their current wage rate.
- b. Beginning January 1, 2021 employees will progress annually to the next applicable step on the pay progression grid on the anniversary of their most recent hire date.
- c. In addition, a general wage increase will be provided to employees as follows:

For all employees:

This part is currently reflected in Appendix "A" – Wage Rates

For employees with greater than 10 years of service:

- Effective April 1, 2020, wage rates will increase an additional .25% for a total increase of 1.75%
- Effective April 1, 2021, wage rates will increase an additional .25% for a total increase of 1.75%
- Effective April 1, 2022, wage rates will increase an additional .25% for a total increase of 2.0%

Paid Time Off:

The company has also committed to provide notification to the union in advance of any future changes in the company's PTO policy.

For the ^{Union} Employer:

Diana Tatar 10/5/21
Signature Date

For the ^{Employer} Union:

[Signature] 9/28/21
Signature Date