

NEW BRIGHTON LPN'S VOTING DOCUMENT

CURRENT

PROPOSED

YEARS OF EXPERIENCE	LPN	7/1/2022
NEW	\$ 25.38	\$ 26.38
YEAR 1	\$ 25.76	\$ 26.88
YEAR 2	\$ 25.93	\$ 27.38
YEAR 3	\$ 26.48	\$ 27.88
YEAR 4	\$ 27.03	\$ 28.38
YEAR 5	\$ 27.58	\$ 28.88

*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 LPN's 4% increase

*Villa will agree to retroactively pay all wage increases back to July 1,2022

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

X  Employer Representative

X  Union Representative

NEW BRIGHTON SERVICE & MAINTENANCE VOTING DOCUMENT

YEARS OF EXPERIENCE	NURSING ASSISTANT		COOK		DIETARY AIDE		MAINTENANCE 7/1/2022
	5/23/2021	7/1/2022	5/23/2021	7/1/2022	5/23/2021	7/1/2022	
NEW	\$ 15.38	\$15.92	\$ 15.38	\$15.92	\$ 13.79	\$ 14.27	\$ 16.97
YEAR 1	\$ 15.60	\$17.15	\$ 15.91	\$16.44	\$ 14.32	\$ 14.82	\$ 17.50
YEAR 2	\$ 15.81	\$17.39	\$ 16.44	\$17.01	\$ 14.85	\$ 15.37	\$ 18.04
YEAR 3	\$ 16.02	\$17.62	\$ 16.97	\$17.56	\$ 15.38	\$ 15.84	\$ 18.57
YEAR 4	\$ 16.23	\$17.85	\$ 17.50	\$18.10	\$ 15.91	\$ 16.41	\$ 19.10
YEAR 5	\$ 16.44	\$18.09	\$ 18.04	\$18.73	\$ 16.44	\$ 17.01	\$ 19.63
YEAR 6	\$ 16.66	\$18.32					
YEAR 7	\$ 16.87	\$18.56					
YEAR 8	\$ 17.08	\$18.79					
YEAR 9	\$ 17.29	\$19.02					
YEAR 10	\$ 17.50	\$19.26					

*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% or top of scale whichever is greater Cooks/Dietary over scale: 3%

*Villa will agree to retroactively pay all wage increases back to July 1, 2022

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

[Signature]
 Employer Representative
 x
 Union Representative