

**Letter of Agreement
By and Between
UFCW Local 1189
And
The Emeralds at St Paul**

Appendix "C: - Wages and Differentials

Section 1.4.1 Moved to Article 1, Section 1.5.1

5.5% increases for Nursing Assistants including those over scale or above scale and 4.5% wage increases for Cooks/Maintenance, Dietary and Activity Aides including those over scale or above scale.

All wage increases are retroactive to February 1, 2021, to be paid the first full pay period after ratification.

Employees will progress through the 15-year scale on the anniversary of their date of hire each year.

The parties have agreed, however that this Agreement may be reopened for Nursing Assistant "wage" negotiations on August 1, 2021 per the agreement Section 22.2.

Nursing/Assistant 5.5% increase

	<u>Current</u>	<u>2/1/2021</u>
Start	\$14.27	\$15.05
1 year	\$14.81	\$15.62
2 years	\$15.23	\$16.07
3 years	\$15.67	\$16.53
4 years	\$16.10	\$16.99
5 years	\$16.52	\$17.43
6 years	\$16.86	\$17.79
7 years	\$17.18	\$18.12
8 years	\$17.49	\$18.45
9 years	\$17.82	\$18.80
10 years	\$18.15	\$19.15
11 years	\$18.35	\$19.36
12 years	\$18.57	\$19.59
13 years	\$18.78	\$19.81
14 years	\$19.01	\$20.06
15 years	\$19.22	\$20.28

Cooks/Maintenance 4.5% Increase

	<u>Current</u>	<u>2/1/21</u>
Start	\$13.01	\$13.60
1 year	\$13.53	\$14.14
2 years	\$13.97	\$14.60
3 years	\$14.39	\$15.04
4 years	\$14.83	\$15.50
5 years	\$15.25	\$15.94
6 years	\$15.56	\$16.26
7 years	\$15.90	\$16.62
8 years	\$16.21	\$16.94
9 years	\$16.52	\$17.26
10 years	\$16.85	\$17.61
11 years	\$17.06	\$17.83
12 years	\$17.28	\$18.06
13 years	\$17.48	\$18.27
14 years	\$17.70	\$18.50
15 years	\$17.91	\$18.72

Dietary Aides 4.5% increase

	<u>Current</u>	<u>2/1/21</u>
Start	\$12.05	\$12.59
1 year	\$12.57	\$13.14
2 years	\$13.01	\$13.60
3 years	\$13.43	\$14.03
4 years	\$13.87	\$14.49
5 years	\$14.28	\$14.92
6 years	\$14.60	\$15.26
7 years	\$14.93	\$15.60
8 years	\$15.21	\$15.89
9 years	\$15.56	\$16.26
10 years	\$15.90	\$16.62
11 years	\$16.10	\$16.82
12 years	\$16.31	\$17.04
13 years	\$16.52	\$17.26
14 years	\$16.74	\$17.49
15 years	\$16.96	\$17.72

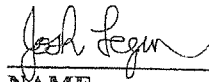
Activity Aides

4.5% increase

	<u>Current</u>	<u>2/1/21</u>
Start	\$12.64	\$13.21
1 year	\$13.17	\$13.76
2 years	\$13.58	\$14.19
3 years	\$14.02	\$14.65
4 years	\$14.44	\$15.09
5 years	\$14.88	\$15.55
6 years	\$15.20	\$15.88
7 years	\$15.51	\$16.21
8 years	\$15.83	\$16.54
9 years	\$16.15	\$16.88
10 years	\$16.46	\$17.20
11 years	\$16.69	\$17.44
12 years	\$16.91	\$17.67
13 years	\$17.11	\$17.88
14 years	\$17.33	\$18.11
15 years	\$17.53	\$18.32

SIGNED AND DATED THIS 4TH DAY OF MAY 2021

FOR THE EMPLOYER



NAME

May 25, 2021

DATE

FOR THE UNION



NAME

6/28/2021

DATE

gf/opeiu #12