

Letter of Understanding - Wage Update

MINIMUM SCHEDULE OF WAGES:

The following shall constitute the minimum scale of wages in the following classifications, effective October 1st, 2020 through September 30th, 2023.

Employees may progress through the schedule as seniority dictates.

Employees employed as of October 31, 2005:

Nurses' Aides, Activity Aides, Laundry Aides,
Kitchen Aides, Dietary
Housekeeping Aides

	Oct. 1 Retro to 2020	April 1, 2021	Sept. 22, 2021
12 Years	\$16.00	\$16.15	\$17.50
19 Years	\$16.64	\$16.79	\$17.95
22 Years	\$16.85	\$17.00	\$18.10

Employees hired after October 31, 2005:

	Oct. 1 Retro to 2020	April 1, 2021	PCA/CNA Sept 22, 2021	L/HSK/D Sept. 22, 2021
Start	\$12.00	\$12.15	\$14.50	\$13.60
6 Months	\$12.25	\$12.40	\$14.75	\$13.85
1 Year	\$12.40	\$12.55	\$15.00	\$14.00
2 Years	\$12.70	\$12.85	\$15.30	\$14.25
2½ Years	\$12.92	\$13.07	\$15.45	\$14.40
3 Years	\$13.37	\$13.52	\$15.60	\$14.55
3½ Years	\$13.53	\$13.68	\$15.75	\$14.75
4 Years	\$13.99	\$14.14	\$16.00	\$15.10
5 Years	\$14.75	\$14.89	\$16.60	\$15.70
7 Years	\$15.21	\$15.36	\$16.85	\$15.95
10 Years	\$15.51	\$15.71	\$17.25	\$16.15
12 Years	\$15.80	\$15.95	\$17.50	\$16.40
15 Years	\$16.05	\$16.20	\$17.75	\$16.60
19 Years	\$16.34	\$16.49	\$17.95	\$16.80
22 Years	\$16.59	\$16.74	\$18.10	\$16.95

LPN's

	Oct. 1 Retro to 2020	April 1, 2021	Sept. 22, 2021
Start	\$16.85	\$17.00	\$18.30
6 Months	\$17.10	\$17.25	\$18.55
1 Year	\$17.40	\$17.55	\$18.75
2 Years	\$17.60	\$17.75	\$18.95
2½ Years	\$17.80	\$17.95	\$19.15
3 Years	\$18.00	\$18.15	\$19.40
3½ Years	\$18.25	\$18.40	\$19.65
4 Years	\$18.50	\$18.65	\$19.90
5 Years	\$18.75	\$18.90	\$20.15
7 Years	\$19.00	\$19.15	\$20.50
10 Years	\$19.25	\$19.40	\$21.00
12 Years	\$19.60	\$19.75	\$21.40
15 Years	\$20.00	\$20.15	\$21.75
19 Years	\$21.00	\$21.15	\$22.15
22 Years	\$22.00	\$22.15	\$23.15

An employee scheduled as a Head Cook by management (and who works in said capacity) shall be paid one dollar (\$1.00) per hour premium for those hours actually worked performing said responsibilities. Med passers shall receive an additional fifty cents (\$.50) per hour stipend.

IN WITNESS WHEREOF, we have set our hands and seals this _____ day of **October 2021**.

VILLA COURT

UNITED FOOD & COMMERCIAL WORKERS
UNION LOCAL #1189

BY *Julie Peterson*

BY *Adrian Pauls*