

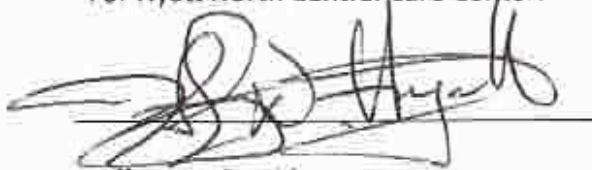
Memorandum of Understanding between
SEIU 775 and Hyatt North Central Care Center

Amendment to Collective Bargaining Agreement Appendix A: Wage Scales

This Memorandum of Understanding sets forth the agreement between North Central Care Center and Rehabilitation, INC, ("the Employer") and Service Employees International Union, Local 775 ("the Union") (collectively "the Parties") concerning wage increases for bargaining unit members.

The Parties agree that Appendix A included in Attachment 1 to this Memorandum of Understanding amends and replaces the current wage scales, which are set forth in Appendix A of the Parties' current Collective Bargaining Agreement for the remainder of the agreement. These wage increases will be effective beginning January 1, 2024.

For Hyatt North Central Care Center:



Jeff Hyatt, President

Date:

1/29/24

For SEIU 775:



Lora Bratoff
Collective Bargaining and Employer
Relations

Date: 1/29/2024

**ATTACHMENT 1 to: Memorandum of Understanding between
SEIU 775 and Hyatt North Central Care Center**

Amendment to Collective Bargaining Agreement Appendix A: Wage Scales

APPENDIX A: WAGE SCALES

1. All employees covered under this agreement shall be placed on the wage scale in Appendix A based on their most recent anniversary date effective retroactive to January 1, 2024.
2. Additionally, as applicable, current employees and newly hired employees shall have their relevant experience recognized and shall be placed on the scale based on their previous years of experience.
3. Employees shall receive an anniversary increase to the next yearly available step on the wage scale in Appendix A on the first day of the pay period following their anniversary date.
4. All bargaining unit employees, whose experience exceeds the number of steps on the scale shall receive a 4% increase retroactive to January 1, 2024, and a 2% increase thereafter on the first day of the pay period following their anniversary date.
5. No current employee will be paid less than a newly hired employee with equivalent or less experience in the same classification.
6. No employee will suffer a reduction in wages as a result of this agreement.

**ATTACHMENT 1 to: Memorandum of Understanding between
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Amendment to Collective Bargaining Agreement Appendix A: Wage Scales

Classification	Hire Rate	1 Yr Anv.	2 Yr Anv.	3 Yr Anv.	4 Yr Anv.	5 Yr Anv.	6 Yr Anv.	7 Yr Anv.	8 Yr Anv.	9 Yr Anv.	10 Yr Anv.
Certified Nursing Assistant (NAC)	\$ 22.88	\$ 23.57	\$ 24.27	\$ 24.76	\$ 25.25	\$ 25.76	\$ 26.27	\$ 26.80	\$ 27.34	\$ 27.88	\$ 28.44
Rehabilitation Aide	\$ 23.40	\$ 24.10	\$ 24.83	\$ 25.57	\$ 26.34	\$ 27.13	\$ 27.67	\$ 28.22	\$ 28.79	\$ 29.36	\$ 29.95
Nursing Assistant Registered (NAR)	\$ 19.76										
Activity Aide	\$ 20.28	\$ 20.89	\$ 21.52	\$ 22.16	\$ 22.83	\$ 23.51	\$ 23.98	\$ 24.46	\$ 24.95	\$ 25.45	\$ 25.96
Hospitality Aide	\$ 18.72	\$ 19.28	\$ 19.86	\$ 20.46	\$ 21.07	\$ 21.70	\$ 22.14	\$ 22.58	\$ 23.03	\$ 23.49	\$ 23.96
Transport	\$ 18.72	\$ 19.28	\$ 19.86	\$ 20.46	\$ 21.07	\$ 21.70	\$ 22.14	\$ 22.58	\$ 23.03	\$ 23.49	\$ 23.96
Cook	\$ 20.80	\$ 21.42	\$ 22.07	\$ 22.73	\$ 23.41	\$ 24.11	\$ 24.60	\$ 25.09	\$ 25.59	\$ 26.10	\$ 26.62
Cook Prep	\$ 20.02	\$ 20.62	\$ 21.24	\$ 21.88	\$ 22.53	\$ 23.21	\$ 23.67	\$ 24.15	\$ 24.63	\$ 25.12	\$ 25.62
Dishwasher	\$ 18.72	\$ 19.28	\$ 19.86	\$ 20.46	\$ 21.07	\$ 21.70	\$ 22.14	\$ 22.58	\$ 23.03	\$ 23.49	\$ 23.96
Dietary Aide	\$ 18.72	\$ 19.28	\$ 19.86	\$ 20.46	\$ 21.07	\$ 21.70	\$ 22.14	\$ 22.58	\$ 23.03	\$ 23.49	\$ 23.96
Housekeeping	\$ 18.72	\$ 19.28	\$ 19.86	\$ 20.46	\$ 21.07	\$ 21.70	\$ 22.14	\$ 22.58	\$ 23.03	\$ 23.49	\$ 23.96
Laundry	\$ 18.72	\$ 19.28	\$ 19.86	\$ 20.46	\$ 21.07	\$ 21.70	\$ 22.14	\$ 22.58	\$ 23.03	\$ 23.49	\$ 23.96
Maintenance	\$ 19.76	\$ 20.35	\$ 20.96	\$ 21.59	\$ 22.24	\$ 22.91	\$ 23.37	\$ 23.83	\$ 24.31	\$ 24.80	\$ 25.29