

North American Nursing Homes  
**SUMMARY of TENTATIVE AGREEMENTS**  
 3/16/20

**•Wage Scales and Wage increases**

**•FROM THE OLD 2019 CONTRACTS:**

**-2019 Wage Scale for COTTONWOOD and WOODLAND**

<b>Classification</b>	<b>Start</b>	<b>One Year</b>	<b>Two Years</b>	<b>Three Years</b>	<b>Four Years</b>	<b>Five Years</b>
<b>Certified Nurse Assistant</b>	\$12.75	\$13.01	\$13.27	\$13.53	\$13.80	\$14.08
<b>RNA</b>	\$13.25	\$13.52	\$13.79	\$14.06	\$14.34	\$14.63
<b>LVN</b>	\$21.25	\$21.68	\$22.11	\$22.55	\$23.00	\$23.46
<b>Dietary, Housekeeping, Laundry Aides</b>	\$12.20	\$12.44	\$12.69	\$12.95	\$13.21	\$13.47
<b>Cook</b>	\$12.50	\$12.75	\$13.01	\$13.27	\$13.53	\$13.80

**•FOR THE NEW 2020-2022 CONTRACTS:**

**-2020 Wage Scale for COTTONWOOD and WOODLAND**

<b>Classification</b>	<b>Start</b>	<b>One Year</b>	<b>Two Years</b>	<b>Three Years</b>	<b>Four Years</b>	<b>Five Years</b>
<i>Certified Nurse Assistant, (Nursing Assistant, Nurses Aide, Therapy Aide, Rehabilitation Aide, Orderly, Activities Aide)</i>	<b>\$13.45</b>	<b>\$13.72</b>	<b>\$13.99</b>	<b>\$14.27</b>	<b>\$14.56</b>	<b>\$14.85</b>
<i>RNA, (Psychiatric Tech)</i>	<b>\$13.90</b>	<b>\$14.18</b>	<b>\$14.46</b>	<b>\$14.75</b>	<b>\$15.05</b>	<b>\$15.35</b>
<i>LVN</i>	<b>\$21.90</b>	<b>\$22.34</b>	<b>\$22.78</b>	<b>\$23.24</b>	<b>\$23.71</b>	<b>\$24.18</b>
<i>Dietary, Housekeeping, Laundry Aides, (Janitor), Maintenance</i>	<b>\$13.00</b>	<b>\$13.26</b>	<b>\$13.53</b>	<b>\$13.80</b>	<b>\$14.07</b>	<b>\$14.35</b>
<i>Cook</i>	<b>\$13.20</b>	<b>\$13.46</b>	<b>\$13.73</b>	<b>\$14.01</b>	<b>\$14.29</b>	<b>\$14.57</b>

**-2021 Wage Scale for COTTONWOOD and WOODLAND**

<b>Classification</b>	<b>Start</b>	<b>One Year</b>	<b>Two Years</b>	<b>Three Years</b>	<b>Four Years</b>	<b>Five Years</b>
<i>Certified Nurse Assistant, (Nursing Assistant, Nurses Aide, Therapy Aide, Rehabilitation Aide, Orderly, Activities Aide)</i>	<b>\$14.45</b>	<b>\$14.74</b>	<b>\$15.03</b>	<b>\$15.33</b>	<b>\$15.64</b>	<b>\$15.95</b>
<i>RNA, (Psychiatric Tech)</i>	<b>\$14.90</b>	<b>\$15.20</b>	<b>\$15.50</b>	<b>\$15.81</b>	<b>\$16.13</b>	<b>\$16.45</b>
<i>LVN</i>	<b>\$22.90</b>	<b>\$23.36</b>	<b>\$23.83</b>	<b>\$24.30</b>	<b>\$24.79</b>	<b>\$25.28</b>
<i>Dietary, Housekeeping, Laundry Aides, (Janitor), Maintenance</i>	<b>\$14.00</b>	<b>\$14.28</b>	<b>\$14.57</b>	<b>\$14.86</b>	<b>\$15.15</b>	<b>\$15.46</b>
<i>Cook</i>	<b>\$14.20</b>	<b>\$14.48</b>	<b>\$14.77</b>	<b>\$15.07</b>	<b>\$15.37</b>	<b>\$15.68</b>

**-2022 Wage Scale for COTTONWOOD and WOODLAND**

<b>Classification</b>	<b>Start</b>	<b>One Year</b>	<b>Two Years</b>	<b>Three Years</b>	<b>Four Years</b>	<b>Five Years</b>
<i>Certified Nurse Assistant, (Nursing Assistant, Nurses Aide, Therapy Aide, Rehabilitation Aide, Orderly, Activities Aide)</i>	<b>\$15.45</b>	<b>\$15.76</b>	<b>\$16.07</b>	<b>\$16.40</b>	<b>\$16.72</b>	<b>\$17.06</b>
<i>RNA, (Psychiatric Tech)</i>	<b>\$15.90</b>	<b>\$16.22</b>	<b>\$16.54</b>	<b>\$16.87</b>	<b>\$17.21</b>	<b>\$17.55</b>
<i>LVN</i>	<b>\$23.90</b>	<b>\$24.38</b>	<b>\$24.87</b>	<b>\$25.36</b>	<b>\$25.87</b>	<b>\$26.39</b>
<i>Dietary, Housekeeping, Laundry Aides, (Janitor), Maintenance</i>	<b>\$15.00</b>	<b>\$15.30</b>	<b>\$15.61</b>	<b>\$15.92</b>	<b>\$16.24</b>	<b>\$16.56</b>
<i>Cook</i>	<b>\$15.20</b>	<b>\$15.50</b>	<b>\$15.81</b>	<b>\$16.13</b>	<b>\$16.45</b>	<b>\$16.78</b>

•FROM THE OLD 2019 CONTRACT:

**-2019 Wage Scale for UNIVERSITY**

<b>Classification</b>	<b>Start</b>	<b>One Year</b>	<b>Two Years</b>	<b>Three Years</b>	<b>Four Years</b>	<b>Five Years</b>
<b>Certified Nurse Assistant</b>	\$13.90	\$14.18	\$14.46	\$14.75	\$15.05	\$15.35
<b>RNA</b>	\$14.40	\$14.69	\$14.98	\$15.28	\$15.59	\$15.90
<b>Housekeeping, Laundry Aides</b>	\$12.00	\$12.24	\$12.48	\$12.73	\$12.99	\$13.25
<b>Janitor</b>	\$12.00	\$12.24	\$12.48	\$12.73	\$12.99	\$13.25
<b>Cook</b>	\$13.00	\$13.26	\$13.53	\$13.80	\$14.07	\$14.35
<b>Dietary Aide</b>	\$12.25	\$12.50	\$12.74	\$13.00	\$13.26	\$13.52

•FOR THE NEW 2020-2022 CONTRACT:

**-2020 Wage Scale for UNIVERSITY**

<b>Classification</b>	<b>Start</b>	<b>One Year</b>	<b>Two Years</b>	<b>Three Years</b>	<b>Four Years</b>	<b>Five Years</b>
<i>Certified Nurse Assistant, Nurse Aide, Rehabilitation Aide, Orderly</i>	<b>\$14.80</b>	<b>\$15.10</b>	<b>\$15.40</b>	<b>\$15.71</b>	<b>\$16.02</b>	<b>\$16.34</b>
<i>RNA, Psychiatric Tech</i>	<b>\$15.30</b>	<b>\$15.61</b>	<b>\$15.92</b>	<b>\$16.24</b>	<b>\$16.56</b>	<b>\$16.89</b>
<i>Housekeeping, Laundry Aides</i>	<b>\$13.00</b>	<b>\$13.26</b>	<b>\$13.53</b>	<b>\$13.80</b>	<b>\$14.07</b>	<b>\$14.35</b>
<i>Janitor, Maintenance</i>	<b>\$13.00</b>	<b>\$13.26</b>	<b>\$13.53</b>	<b>\$13.80</b>	<b>\$14.07</b>	<b>\$14.35</b>
<i>Cook</i>	<b>\$14.00</b>	<b>\$14.28</b>	<b>\$14.57</b>	<b>\$14.86</b>	<b>\$15.15</b>	<b>\$15.46</b>
<i>Dietary Aide</i>	<b>\$13.00</b>	<b>\$13.26</b>	<b>\$13.53</b>	<b>\$13.80</b>	<b>\$14.07</b>	<b>\$14.35</b>

**-2021 Wage Scale for UNIVERSITY**

<b>Classification</b>	<b>Start</b>	<b>One Year</b>	<b>Two Years</b>	<b>Three Years</b>	<b>Four Years</b>	<b>Five Years</b>
<i>Certified Nurse Assistant, Nurse Aide, Rehabilitation Aide, Orderly</i>	<b>\$15.80</b>	<b>\$16.12</b>	<b>\$16.44</b>	<b>\$16.77</b>	<b>\$17.10</b>	<b>\$17.44</b>
<i>RNA, Psychiatric Tech</i>	<b>\$16.30</b>	<b>\$16.63</b>	<b>\$16.96</b>	<b>\$17.30</b>	<b>\$17.64</b>	<b>\$18.00</b>
<i>Housekeeping, Laundry Aides</i>	<b>\$14.00</b>	<b>\$14.28</b>	<b>\$14.57</b>	<b>\$14.86</b>	<b>\$15.15</b>	<b>\$15.46</b>
<i>Janitor, Maintenance</i>	<b>\$14.00</b>	<b>\$14.28</b>	<b>\$14.57</b>	<b>\$14.86</b>	<b>\$15.15</b>	<b>\$15.46</b>
<i>Cook</i>	<b>\$15.00</b>	<b>\$15.30</b>	<b>\$15.61</b>	<b>\$15.92</b>	<b>\$16.24</b>	<b>\$16.56</b>
<i>Dietary Aide</i>	<b>\$14.00</b>	<b>\$14.28</b>	<b>\$14.57</b>	<b>\$14.86</b>	<b>\$15.15</b>	<b>\$15.46</b>

**-2022 Wage Scale for UNIVERSITY**

<b>Classification</b>	<b>Start</b>	<b>One Year</b>	<b>Two Years</b>	<b>Three Years</b>	<b>Four Years</b>	<b>Five Years</b>
<i>Certified Nurse Assistant, Nurse Aide, Rehabilitation Aide, Orderly</i>	<b>\$16.80</b>	<b>\$17.14</b>	<b>\$17.48</b>	<b>\$17.83</b>	<b>\$18.18</b>	<b>\$18.55</b>
<i>RNA, Psychiatric Tech</i>	<b>\$17.30</b>	<b>\$17.65</b>	<b>\$18.00</b>	<b>\$18.36</b>	<b>\$18.73</b>	<b>\$19.10</b>
<i>Housekeeping, Laundry Aides</i>	<b>\$15.00</b>	<b>\$15.30</b>	<b>\$15.61</b>	<b>\$15.92</b>	<b>\$16.24</b>	<b>\$16.56</b>
<i>Janitor, Maintenance</i>	<b>\$15.00</b>	<b>\$15.30</b>	<b>\$15.61</b>	<b>\$15.92</b>	<b>\$16.24</b>	<b>\$16.56</b>
<i>Cook</i>	<b>\$16.00</b>	<b>\$16.32</b>	<b>\$16.56</b>	<b>\$16.98</b>	<b>\$17.32</b>	<b>\$17.67</b>
<i>Dietary Aide</i>	<b>\$15.00</b>	<b>\$15.30</b>	<b>\$15.61</b>	<b>\$15.92</b>	<b>\$16.24</b>	<b>\$16.56</b>

•Wage increases for 2020:

-Effective January 1 of 2020: If you are paid less than \$13.00/hour, your rate will be increased to \$13.00/hour.

-If you are paid at exactly one of the steps listed on the 2019 wage scale:

-Effective on your 2020 anniversary date: You will move from that step on the 2019 scale to the next step on the 2020 scale.

-If you are paid at a rate between “Start” and “One Year” or between “One Year” and “Two Years” or between “Two Years” and “Three Years” or between “Three Years” and “Four Years” on the 2019 wage scale:

-Effective on your 2020 anniversary date: You will move up the whichever step on the 2020 scale gives you **at least** a 2% raise.

-If you are paid at a rate above the “Four Years” rate on the 2019 wage scale:

-Effective on your 2020 anniversary date: You will get a 4% wage increase.

•Wage increases for 2021:

-Effective January 1 of 2021: If you are paid less than \$14.00/hour, your rate will be increased to \$14.00/hour.

-If you are paid at exactly one of the steps listed on the 2020 wage scale:

-Effective on your 2021 anniversary date: You will move from that step on the 2020 scale to the next step on the 2021 scale.

-If you are paid at a rate between “Start” and “One Year” or between “One Year” and “Two Years” or between “Two Years” and “Three Years” or between “Three Years” and “Four Years” on the 2020 wage scale:

-Effective on your 2021 anniversary date: You will move up the whichever step on the 2021 scale gives you **at least** a 2% raise.

-If you are paid at a rate above the “Four Years” rate on the 2020 wage scale:

-Effective on your 2021 anniversary date: You will get a 3.5% wage increase.

•Wage increases for 2022:

- Effective January 1 of 2022*: If you are paid less than \$15.00/hour, your rate will be increased to \$15.00/hour.
- If you are paid at exactly one of the steps listed on the 2021 wage scale:
  - Effective on your 2022 anniversary date*: You will move from that step on the 2021 scale to the next step on the 2022 scale.
- If you are paid at a rate between “Start” and “One Year” or between “One Year” and “Two Years” or between “Two Years” and “Three Years” or between “Three Years” and “Four Years” on the 2021 wage scale:
  - Effective on your 2022 anniversary date*: You will move up the whichever step on the 2022 scale gives you **at least** a 2% raise.
- If you are paid at a rate above the “Four Years” rate on the 2021 wage scale:
  - Effective on your 2022 anniversary date*: You will get a 3% wage increase.

•Declining Medical and Dental Benefits

Any employee who is eligible for medical and dental benefits, but who declines them, will get an extra \$1.25/hour.

•Staffing Committee

We will establish a new Staffing Committee. The Committee will have up to 4 members for the Union and up to 4 people for Management. The Committee will meet every 3 months. Employees on the Committee will be paid for their time in the meetings. The purpose of Committee meetings is to work toward collaboratively addressing concerns regarding staffing.

•Vacation Requests

At Cottonwood and University, when you put in a vacation request, the contracts already require management to approve or deny it within 2 weeks. The new contract for Woodland now also requires them to approve or deny a vacation request within 2 weeks.

•Term of Agreement

The contracts are three-year contracts at each facility, covering the calendar years of 2020, 2021, and 2022, expiring on 12/31/22. So we will be returning to the bargaining table toward the end of 2022 to negotiate new contracts.