

Essentia Health – Moose Lake | MNA
 2020-2022 Negotiations
 Contract duration = Ratification date through 12/31/2025
 See Employer Proposal for Sections 6.1 & 6.2

Proposed Wage Grid for Appendix A
 October 26, 2022

1 year = 2080 hours

Years/Step	Hours	Proposed Wage	Diff from current step scale	% diff from current step scale
Start	0	34.76	2.27	7.00%
6 mos	1040	35.35	2.86	8.80%
1	2080	35.94	2.10	6.19%
18 mos	3120	36.46	2.62	7.75%
2	4160	36.99	1.94	5.52%
30 mos	5200	37.57	2.52	7.20%
3	6240	38.17	1.33	3.60%
4	8320	39.35	1.15	3.01%
5	10400	41.01	0.41	1.00%
6	12480	42.22	0.42	1.00%
7	14560	43.32	0.65	1.52%
8	16640	44.63	1.96	4.60%
9	18720	45.97	2.36	5.40%
10	20800	47.34	2.83	6.36%
12	24960	48.76	3.38	7.45%
15	31200	50.23	4.85	10.68%
		50.23	3.96	8.55%
18+	37440	51.72	5.45	11.78%
		51.72	5.45	11.78%
		51.72	4.63	9.84%

From Section 6.1. Effective the first day of the first full pay period commencing on or after January 1, 2024, there shall be a 2% wage increase. Effective the first day of the first full pay period commencing on or after January 1, 2025, there shall be a 2% wage increase. The minimum wage rates appearing in Appendix A for employees covered by this Agreement shall be updated accordingly.