

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
 November 22, 2022

1 year = 2080 hours | 6 months = 1040 hours

| Years/Step | Hours | Proposed Wage | Diff from current step scale | % from current step scale |
|------------|-------|---------------|------------------------------|---------------------------|
| Start | 0 | 34.94 | 2.45 | 7.53% |
| 6 mos | 1040 | 35.53 | 3.04 | 9.34% |
| 1 | 2080 | 36.11 | 2.27 | 6.72% |
| 18 mos | 3120 | 36.64 | 2.80 | 8.28% |
| 2 | 4160 | 37.17 | 2.12 | 6.05% |
| 30 mos | 5200 | 37.76 | 2.71 | 7.73% |
| 3 | 6240 | 38.36 | 1.52 | 4.12% |
| 4 | 8320 | 39.54 | 1.34 | 3.52% |
| 5 | 10400 | 41.21 | 0.61 | 1.50% |
| 6 | 12480 | 42.43 | 0.63 | 1.50% |
| 7 | 14560 | 43.53 | 0.86 | 2.02% |
| 8 | 16640 | 44.85 | 2.18 | 5.12% |
| 9 | 18720 | 46.19 | 2.58 | 5.92% |
| 10 | 20800 | 47.57 | 3.06 | 6.88% |
| 12 | 24960 | 49.00 | 3.62 | 7.99% |
| 15 | 31200 | 50.48 | 5.10 | 11.23% |
| | | 50.48 | 4.21 | 9.09% |
| 18+ | 37440 | 51.98 | 5.71 | 12.34% |
| | | 51.98 | 5.71 | 12.34% |
| | | 51.98 | 4.89 | 10.38% |

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