

**D) General Wage Increases for Employees at \$15.00/hr and Above (excludes employees covered under Section A)**

The following GWIs apply to all other rates not otherwise specified in this Article:

Eff. April 1, 2018: 1.5%  
Eff. Jan. 1, 2019: 1.5%  
Eff. July 1, 2019: 1.5% (excludes employees in Section B)  
Eff. July 1, 2020: 1.5% (includes employees in Section B)  
Eff. Jan. 1, 2021: 0.5% (includes employees in Section B)

Daily per diem rates will be increased by the amount of the GWIs set forth above.

**E) Lump Sums**

Eff. July 1, 2018: Employees who previously received lump sum payments in lieu of wage increases shall have said lump sum payments added to their hourly base wage prior to receiving their respective wage increases as set forth in this Agreement.

**F) ILSTs**

ILSTs shall receive the GWIs set forth in Section D, above. The minimum rate for ILSTs shall be as follows:

sw Dmp  
January 1, 2019

Effective Date	Percentage Increase	New Minimum Rate
April 1, 2018	1.5%	\$32.54
<del>July 1, 2018</del>	1.5%	\$33.03
July 1, 2019	1.5%	\$33.53
July 1, 2020	1.5%	\$34.03
January 1, 2021	0.5%	\$34.20

**DDS - SLEEPING ASSIGNMENTS**

The following shall apply to PCAs on "sleeping assignments":

During periods where the Consumer is sleeping, the PCA shall be paid the rate of \$10.10 per hour. This "sleeper" rate shall remain for the term of the Collective Bargaining Agreement unless modified pursuant to Article 22. Time spent performing at the "sleeper" rate is excluded from the calculation of any lump sum payment(s) that may be due a PCA. The "sleeper" rate shall increase according to the following schedule:

sw Dmp  
January 1, 2019

Effective Date	Percentage Increase	New Rate
April 1, 2018	1.5%	\$10.25
<del>July 1, 2018</del>	1.5%	\$10.40
July 1, 2019	1.5%	\$10.56
July 1, 2020	1.5%	\$10.72
January 1, 2021	0.5%	\$10.77

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