

NO GIMMICK PAYMENT STRUCTURE.

2018 PAYMENT STRUCTURE

\$14.00 PER HOUR

OVERTIME RATE IS \$21.00 PER HOUR

JOIN A REAL UNION THE AMALGAMATED LOCAL 298 AFL- CIO

BENEFITS

- OPTION OF UNION HEALTH INSURANCE
- LIFE INSURANCE
- UP TO 10 DAYS OF PAID TIME OFF.
- WORK 4 DAYS LIVE IN AND GET PAID OVER \$800 A WEEK.
- TIME AND HALF ON 6 MAJOR HOLIDAYS.
- NO COST ANNUAL PHYSICALS AND FLU SHOTS.
- PENSION PLAN 401K MATCH PROGRAM.

ELITE



HOME HEALTH CARE

BROOKLYN - MAIN LOCATION

1554 63RD STREET, 2ND FL.
BROOKLYN, NY 11219
718.925.2525

QUEENS

91-31 QUEENS BLVD, SUITE 511.
QUEENS, NY 11374
718.925.2527

BRONX

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SUITE 321A. BRONX, NY 10458
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AMALGAMATED LOCAL 298, A.F.L.-C.I.O.

Affl. I.U.A.N. & P.W. AFL-CIO

Dear Member:

Due to President Trump's tax plan, the recent change in the tax laws has required Elite to make a change in the compensation rates. Elite has bargained with the Union regarding these changes. Both the Union and the Employer have tried to minimize the impact that the new tax law will have on your compensation.

As a result of the new federal tax law and the limited information available, Elite will no longer offer a commuter benefits program paid for by Elite. To compensate for this change, all employees will receive a minimum wage rate of \$14.00, which is a \$1.00 more than the minimum wage rate in the recently negotiated collective bargaining agreement with the Union. This is a temporary change in the minimum wage rate, which will be effective through March 31, 2018.

The reason that the minimum wage increase is temporary until March 31, 2018 is that Elite may be better able to judge what the impact of the new tax law and other anticipated changes by the federal and state governments will be both on the employees and Elite.

Fraternally yours,



Joseph J. Giovinco, Jr.
Amalgamated Local 298 AFL-CIO