

Letter of Agreement  
By and between  
New Harmony Care Center - LPNs  
And  
UFCW Local 1189  
Appendix "A" Wages

Effective	Current	3/12/2023
Hire	\$25.17	\$26.92
1 Year	\$25.51	\$27.26
2 years	\$26.29	\$28.04
3 years	\$27.08	\$28.83
4 years	\$27.86	\$29.61
5 years	\$28.64	\$30.39
6 years	\$29.44	\$31.19
Overscale	\$30.59	\$32.34

PM Shift Differential: Premium \$1.50 per hour

Night Shift Differential: Premium \$2.00 per hour

For the Employer  
New Harmony Care Center  
Service & Maintenance

Becky Holmgren  
SIGNATURE

12/1/2022  
DATE

For the Union  
United Food and Commercial Workers  
Local 1189

Diana Toste  
SIGNATURE

12/1/2022  
DATE

dag/opeiu #12