

Letter of Understanding  
 By and Between  
 UFCW Local 1189  
 And  
 Sauer Health Care  
 Service and Maintenance & LPNs

The Parties agree that the following wage increases will take effect in the first full pay period in January and April of 2023 respectively.

Current starting rates

	CLASS B	CLASS A	LPN
START	\$13.00	16.25	21.50

Starting rates as of the first full pay period in January 2023

	CLASS B	CLASS A	LPN
START	\$13.75	\$17.00	\$22.25

Starting rates as of the first full pay period in April 2023

	Class B	Class A	LPN
START	\$14.05	\$17.30	\$22.55

**Class B:** Housekeeping, Dietary Aide, TR Aide, Laundry

**Class A:** CNA, Cook

Current employees will receive a **\$0.75** increase across the board in the first full pay period in January 2023 and an additional **\$0.30** in the first full pay period in April of 2023.

**FOR THE EMPLOYER  
 SAUER HEALTH CARE**

**FOR THE UNION  
 UNITED FOOD AND COMMERCIAL  
 WORKERS LOCAL 1189**

D. Blain, LNHA  
 Name

[Signature]  
 Name

12/15/22  
 Date

12/15/2022  
 Date