

This Letter of Agreement by and between UFCW Local 1189 and The Estates at Lynnhurst reflects the new wages and wage rates that were agreed upon during the 2024 wage reopener negotiations and the scale below replaces the wage scale in Article 5 of the collective bargaining agreement.

All wage scales will increase by 8%

Step	Current Rate	New Rate (8%)
Start	25.50	27.54
1 Year	25.75	27.81
2 Years	26.00	28.08
3 Years	26.35	28.46
4 Years	26.65	28.78
5 Years	26.90	29.05
6 Years	27.20	29.38
7 Years	27.50	29.70
8 Years	27.75	29.97
9 Years	28.00	30.24
10 Years	28.50	30.78

-Employees will move to their new wage rate at their existing step.

-Over Scale Employees will receive an increase of 8%

-All increases will be retro paid back to 9/1/2023

Employer Lynn Bogendern Union AFC

Date 2/7/2024

Date 2/5/2024