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## Letter of Understanding

By and Between


UFCW LOCAL 1189

And

The Estates at Linden, LLC

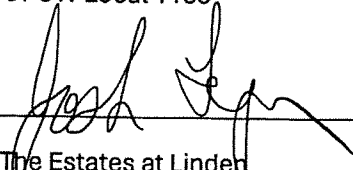
The parties acknowledge that an error was made in the printing of the collective bargaining agreement dated 1/1/2023-12/31/2025 and this Letter of Understanding addresses and corrects it.

The parties agree to open the contract for the purposes of negotiating over wages only, prior to 1/1/2025. The agreement shall be reopened upon request of the union or employer, with ninety (90) day notice, for the purpose of negotiating the wage scale effective 1/1/2025, All other Articles will remain in effect during this time, with the exception of Article 17 titled "NO STRIKE OR LOCKOUT" which will not be in effect as of 1/1/2025, unless the parties extend it by mutual agreement, or until a wage agreement is ratified.

/s/  3/18/2024

UFCW Local 1189

Date

/s/  3/18/24

The Estates at Linden

Date

aaf/ OPEIU #12

3/18/2024