

Letter of Understanding
By and Between
UFCW Local 1189 and Sauer Health Care

This letter of understanding was reached in the December 2024 wage opener negotiations for the LPN CBA.

New Hire Rate as of 1/1/2025

24.50/hour

1. All Union classes will receive a **3%** wage increase, first full pay period in January 2025.
2. All Union classes will receive a **2%** wage increase, first full pay period in June 2025.

3. Add language to the LPN contract to Appendix A:

New employees with previous and relevant experience will receive credit for each full year of experience. If a new employee has the same years of experience as a current employee in their same classification, they will receive the same wage rate. If there is not a current employee with the same years of experience, then the following calculation will be used to determine the wage rate.

1. Identify the Employee with the closest years of experience
2. Subtract that employee's wage from the starting wage for that classification.
3. Divide that amount by the number of years of experience that the current employee has.
4. That amount will be used to calculate the added money for each year of verifiable experience that the new employee has.

Ex. Closest current employee has 10 years of experience and makes \$26.50/hour. Contract starting rate is \$24.50/hour. A new Employee has 15 years of verifiable experience.

Calculation

$$\$26.50 - \$24.50 = \$2$$

$$\$2 / 10 = \$0.20$$

$$\$0.20 \times 15 = \$3$$

The new employee will have a start rate of $24.50 + 3.00 = \$27.50$ with their experience

Signed by:

For the Union _____ *[Signature]* **Date** 12/11/2024

1D6EFC579BD3448...
DocuSigned by:

For the Employer _____ *Jessi Muras* **Date** 12/11/2024

C6C686F36334461...