

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

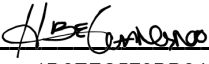
This letter of understanding was reached in the December 2024 wage opener negotiations for the Service and Maintenance CBA.

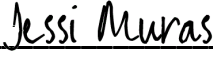
New Hire Rate as of 1/1/2025

	B	A
Start	15.25	18.75

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. Increase TMA premium from \$1.50 **\$1.75**/hour

Signed by:

For the Union  Date 12/11/2024
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DocuSigned by:

For the Employer  Date 12/11/2024
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