

**Letter of Agreement by and between
UFCW Local 1189 and
The Estates at Linden, LLC**

The Following wage scale and agreements are effective 1/1/2025.

Members will move to the new wage rate at their current step in the wage scale and progress on their anniversary date.

Effective 1/1/2025	NARs	Cooks	Other Aides
Start	20.00	18.50	16.50
1 Year	20.25	18.75	16.75
2 Years	20.50	19.00	17.00
3 Years	20.75	19.25	17.25
4 Year	21.00	19.50	17.50
5 Years	21.25	19.75	17.75
6 Years	21.50	20.00	18.00
7 Years	21.75	20.25	18.25
8 Years	22.00	20.50	18.50
9 Years	22.50	20.75	18.75
10 Years	22.75	21.00	19.00
11 Years	23.25	21.25	19.25
12 Years	23.50	21.50	19.50
13 Years	23.75	21.75	19.75
14 Years	24.25	22.00	20.00
15 Years	24.50	22.25	20.25

-Current overscale employees will receive \$2.00 added to their pay rate effective 1/1/2025


-Kristina Hansen will be placed at the 4 year step and progress on anniversary


-Jadzia Zoller will be placed at the 5 year step and progress on anniversary

-Upon execution of this Agreement, the Parties agree that all claims, whether existing now or arising in the future, related to the longevity bonus discontinued in 2024, and brought on behalf of members of the Union or otherwise pursued by the Union—including but not limited to Unfair Labor Practice claims, grievances, or any other claims brought in any venue—are

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hereby irrevocably waived for UFCW 1189 members employed at the Estates at Linden.

Signed by:

For the Union _____ **Date** 1/16/2025
_____ 1D6EFC579BD3448...

Signed by:

For the Employer _____ **Date** 1/16/2025
_____ A82F6BE7B752473...