

This Letter of Agreement by and between UFCW Local 1189 and Lake City Nursing Home (Ebenezer Management Services, Inc) reflects the new wages and wage rates that were agreed upon during the 2025 wage reopener negotiations and the scales below replace the wage scales in Appendix A of the collective bargaining agreement.

Registered Nurse (RN)				Licensed Practical Nurse (LPN)			
		2%	2%			2%	2%
	Previous	3/3/2025	9/1/2025		Previous	3/3/2025	9/1/2025
Start	\$38.71	\$39.48	\$40.27	Start	\$30.42	\$31.03	\$31.65
2080	\$39.02	\$39.80	\$40.60	2080	\$30.69	\$31.30	\$31.93
4160	\$39.39	\$40.18	\$40.98	4160	\$31.00	\$31.62	\$32.25
6240	\$39.73	\$40.53	\$41.34	6240	\$31.32	\$31.95	\$32.59
8320	\$40.13	\$40.93	\$41.75	8320	\$31.59	\$32.23	\$32.87
10400	\$40.48	\$41.29	\$42.12	10400	\$31.91	\$32.55	\$33.20
12480	\$40.78	\$41.60	\$42.43	12480	\$32.18	\$32.82	\$33.48
14560	\$41.05	\$41.87	\$42.71	14560	\$32.44	\$33.09	\$33.75
16640	\$41.38	\$42.21	\$43.05	16640	\$32.71	\$33.36	\$34.03

Nursing Assistant (NAR)				Activity/Hospitality Aides			
		2%	2%			2%	2%
	Previous	3/3/2025	9/1/2025		Previous	3/3/2025	9/1/2025
Start	\$22.35	\$22.80	\$23.25	Start	\$16.04	\$16.36	\$16.69
2080	\$22.73	\$23.18	\$23.65	2080	\$16.23	\$16.55	\$16.89
4160	\$22.99	\$23.45	\$23.92	4160	\$16.47	\$16.80	\$17.14
6240	\$23.19	\$23.65	\$24.13	6240	\$16.77	\$17.11	\$17.45
8320	\$23.48	\$23.95	\$24.43	8320	\$17.01	\$17.35	\$17.70
10400	\$23.78	\$24.26	\$24.74	10400	\$17.29	\$17.64	\$17.99
12480	\$24.01	\$24.49	\$24.98	12480	\$17.59	\$17.94	\$18.30
14560	\$24.20	\$24.69	\$25.18	14560	\$17.89	\$18.25	\$18.61
16640	\$24.41	\$24.90	\$25.40	16640	\$18.16	\$18.52	\$18.89

Laundry/Housekeeping/Dietary Aides				Cooks			
		2%	2%			2%	2%
	Previous	3/3/2025	9/1/2025		Previous	3/3/2025	9/1/2025
Start	\$16.86	\$17.20	\$17.54	Start	\$20.83	\$21.25	\$21.67
2080	\$17.05	\$17.39	\$17.74	2080	\$21.01	\$21.43	\$21.86
4160	\$17.28	\$17.63	\$17.98	4160	\$21.29	\$21.72	\$22.15
6240	\$17.50	\$17.85	\$18.21	6240	\$21.56	\$21.99	\$22.43
8320	\$17.70	\$18.05	\$18.42	8320	\$21.88	\$22.32	\$22.76
10400	\$17.86	\$18.22	\$18.58	10400	\$22.23	\$22.67	\$23.13
12480	\$18.01	\$18.37	\$18.74	12480	\$22.58	\$23.03	\$23.49
14560	\$18.17	\$18.53	\$18.90	14560	\$22.95	\$23.41	\$23.88
16640	\$18.35	\$18.72	\$19.09	16640	\$23.26	\$23.72	\$24.20

Maintenance 1				Maintenance 1B			
		2%	2%			2%	2%
	Previous	3/3/2025	9/1/2025		Previous	3/3/2025	9/1/2025
Start	\$19.34	\$19.73	\$20.12	Start	\$23.44	\$23.91	\$24.39
2080	\$19.50	\$19.89	\$20.29	2080	\$23.65	\$24.12	\$24.61
4160	\$19.67	\$20.06	\$20.46	4160	\$24.02	\$24.50	\$24.99
6240	\$19.90	\$20.30	\$20.70	6240	\$24.45	\$24.94	\$25.44
8320	\$20.20	\$20.60	\$21.02	8320	\$24.95	\$25.45	\$25.96
10400	\$20.51	\$20.92	\$21.34	10400	\$25.44	\$25.95	\$26.47
12480	\$20.80	\$21.22	\$21.64	12480	\$25.97	\$26.49	\$27.02
14560	\$21.12	\$21.54	\$21.97	14560	\$26.47	\$27.00	\$27.54
16640	\$21.33	\$21.76	\$22.19	16640	\$26.75	\$27.29	\$27.83

26.6: Charge Nurse Pay: Charge Nurse Pay will be paid at \$3.25 per hour.

For the Company:

Print Name Gretchen Gromatka

Signed by:
Signature Gretchen Gromatka Date 4/10/2025
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For the Union:

Print Name Abraham Wangnoo

Signed by:
Signature Abraham Wangnoo Date 4/10/2025
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