

**Tentative Agreement by and between
UFCW Local 1189 and
The Estates at Lynnhurst**

This Tentative agreement comes with a committee recommendation to approve.

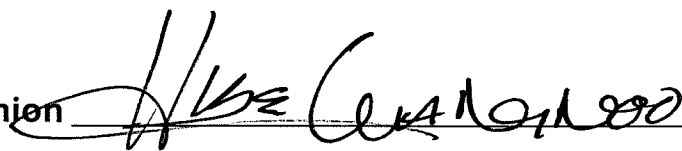
The Following wage scale and agreements are effective 1/1/2025.

- LPN's overscale will receive the same rate increase to the scale of \$2
- Members will move to their new wage rate based on their years of service, experience or licensure for NAR, Cook, Maintenance, DA and TRA.
- Current overscale employees will receive the same dollar increase as a person moving from the previous top of scale to the new top of scale for NAR, Cook, Maintenance, DA and TRA.

	LPN	NAR	COOK/MAINT	DA/TRA/HSKP
New	\$29.54	\$20.00	\$17.75	\$16.00
1-year	\$29.81	\$20.25	\$18.00	\$16.30
2-year	\$30.08	\$20.75	\$18.25	\$16.60
3-year	\$30.46	\$21.25	\$18.50	\$16.90
4-year	\$30.78	\$21.50	\$18.75	\$17.20
5-year	\$31.05	\$21.75	\$19.00	\$17.50
6-year	\$31.38	\$22.00	\$19.25	\$17.80
7-year	\$31.70	\$22.25	\$19.50	\$18.10
8-year	\$31.97	\$22.50	\$20.00	\$18.40
9-year	\$32.24	\$22.75	\$20.25	\$18.70
10-year	\$32.78	\$23.00	\$20.50	\$19.00

- 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 hereby irrevocably waived for UFCW 1189 members employed at The Estates at Lynnhurst
- Three year agreement from 1/1/2025-12/31/2028
- The parties will meet to negotiate wages prior to 1/1/2026 and 1/1/2027

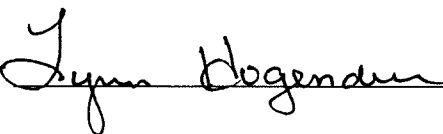
For the Union



Date

3-11-2025

For the Employer



Date

3/11/2025