

Letter of Understanding
Appendix A "Wages"
Between
HARMONY GARDENS LPN's
And
UFCW LOCAL 1189

APPENDIX A - SCHEDULE OF WAGES

Full-time or Part-time LPN

Effective	3/3/24	3/9/2025	12/28/2025
Hire	\$28.77	\$29.82	\$30.82
1 Year	\$29.11	\$30.16	\$31.16
2 Years	\$29.89	\$30.94	\$31.94
3 Years	\$30.68	\$31.73	\$32.73
4 Years	\$31.46	\$32.51	\$33.51
5 years	\$32.24	\$33.29	\$34.29
6 Years	\$33.04	\$34.09	\$35.09
Overscale	\$34.19	\$35.24	\$36.24

Signature Date: 12/29/2025

ER: Becky Holmyer

UN: Diane Foster-Dann