

*Letter of Understanding
 Appendix A "Wages"
 Between
 HARMONY GARDENS SERVICE AND MAINTENANCE
 And
 UFCW LOCAL 1189*

HOUSEKEEPING, LAUNDRY, AND DIETARY AIDES				
	Current	3/3/2024	2/28/2025	12/28/2025
Hire	\$16.06	\$16.91	\$17.96	\$ 19.00
Prob	\$16.40	\$17.25	\$18.30	\$ -
1 yr	\$16.75	\$17.60	\$18.65	\$ 19.50
2 yrs	\$17.41	\$18.26	\$19.31	\$ 20.00
3 yrs	\$18.15	\$19.00	\$20.05	\$ 20.75
4 yrs	\$18.85	\$19.70	\$20.75	\$ 21.50
5 yrs	\$19.56	\$20.41	\$21.46	\$ 22.25
5+ yrs	\$21.36	\$22.21	\$23.26	\$ 23.95

ACTIVITY AIDES & CUSTODIAN				
	Current	3/3/2024	2/28/2025	12/28/2025
Hire	\$17.08	\$17.93	\$18.98	\$ 20.00
Prob	\$17.41	\$18.26	\$19.31	\$ -
1 yr	\$17.78	\$18.63	\$19.68	\$ 20.50
2 yrs	\$18.15	\$19.00	\$20.05	\$ 21.00
3 yrs	\$18.82	\$19.67	\$20.72	\$ 21.75
4 yrs	\$19.56	\$20.41	\$21.46	\$ 22.50
5 yrs	\$20.30	\$21.15	\$22.20	\$ 23.25
5+ yrs	\$21.36	\$22.21	\$23.26	\$ 23.95

NURSING ASSISTANTS, COOKS, AND THERAPY AIDES				
	Current	3/3/2024	2/28/2025	12/28/2025
Hire	\$19.05	\$20.40	\$21.45	\$ 22.50
1 yr	\$19.32	\$20.67	\$21.72	\$ 22.95
2 yrs	\$20.01	\$21.36	\$22.41	\$ 23.40
3 yrs	\$20.76	\$22.11	\$23.16	\$ 23.95
4 yrs	\$21.52	\$22.87	\$23.92	\$ 24.60
5 yrs	\$21.93	\$23.28	\$24.33	\$ 25.25
5+ yrs	\$22.46	\$23.81	\$24.86	\$ 25.90

MAINTENANCE				
	Current	3/3/2024	2/28/2025	12/28/2025
Hire	\$18.19	\$19.04	\$20.09	\$ 21.10
Prob	\$18.52	\$19.37	\$20.42	\$ -
1 yr	\$18.90	\$19.75	\$20.80	\$ 21.55
2 yrs	\$19.62	\$20.47	\$21.52	\$ 22.00
3 yrs	\$20.35	\$21.20	\$22.25	\$ 22.55
4 yrs	\$21.08	\$21.93	\$22.98	\$ 23.20
5 yrs	\$21.53	\$22.38	\$23.43	\$ 23.85
5+ yrs	\$22.04	\$22.89	\$23.94	\$ 24.50

CARE ATTENDANTS				
	Current	3/3/2024	2/28/2025	12/28/2025
Hire	\$17.75	\$18.75	\$19.80	\$ 20.39
1 yr	\$18.23	\$19.23	\$20.28	\$ 20.84
2 yrs	\$18.72	\$19.72	\$20.77	\$ 21.29
3 yrs	\$19.23	\$20.23	\$21.28	\$ 21.84
4 yrs	\$19.76	\$20.76	\$21.81	\$ 22.49
5 yrs	\$20.30	\$21.30	\$22.35	\$ 23.14
6 yrs	\$20.85	\$21.85	\$22.90	\$ 23.79
6+ yrs	\$21.43	\$22.43	\$23.48	\$ 24.44

*TMA DIFFERENTIAL +\$1.50 PER HOUR

**OVER SCALE EMPLOYEES WILL RECEIVE THE SAME
 INCREASE AS THE TOP OF SCALE RATE OF THEIR
 CORRESPONDING JOB CLASSIFICATION.

Signature Date: 12/29/2025

ER: Becky Holmgren

UN: Diane Tarter Danner