

Brookstone 2026 Wages

**Letter of Understanding
Between
Brookstone Manor, Inc
And
UFCW local 1189**

**APPENDIX A
ADDENDUM TO ARTICLE 21
WAGE SCALES**

**Activity Assistant/Housekeeping/Laundry/Dietary Aide
Housekeeping/Laundry/Dietary Aide**

Wage Scale

	Beginning	4/1/2026
	Start	\$16.26
	Step 1	\$16.67
	Step 2	\$17.08
	Step 3	\$17.51
	Step 4	\$17.95
	Step 5	\$18.40
	Step 6	\$18.86
	Step 7	\$19.33
	Step 8	\$19.81
	Step 9	\$20.50
	Step 10	\$21.22
	Step 15	\$21.96
	Step 20	\$22.73
\$300 annual bonus for Step 11-14		
\$400 annual bonus for Step 16-19		
\$500 annual bonus following Step 20		

Brookstone 2026 Wages

**Mental Health Assistant
Wage Scale**

	4/1/2026
Start	\$16.12
Step 1	\$16.52
Step 2	\$16.94
Step 3	\$17.36
Step 4	\$17.79
Step 5	\$18.24
Step 6	\$18.69
Step 7	\$19.16
Step 8	\$19.64
Step 9	\$20.13
Step 10	\$20.63
Step 15	\$21.15
Step 20	\$21.68

\$300 annual bonus for Step 11-14
\$400 annual bonus for Step 16-19
\$500 annual bonus following Step 20

**Assisted Living HHA
Wage Scale**

	4/1/2026
Start	\$18.50
Step 1	\$18.96
Step 2	\$19.44
Step 3	\$19.92
Step 4	\$20.42
Step 5	\$20.93
Step 6	\$21.45
Step 7	\$21.99
Step 8	\$22.54
Step 9	\$23.10
Step 10	\$23.68
Step 15	\$24.27
Step 20	\$24.88

\$300 annual bonus for Step 11-14
\$400 annual bonus for Step 16-19
\$500 annual bonus following Step 20

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**Cook
Wage Scale**

	4/1/2026
Start	\$18.01
Step 1	\$18.46
Step 2	\$18.92
Step 3	\$19.39
Step 4	\$19.88
Step 5	\$20.38
Step 6	\$20.89
Step 7	\$21.41
Step 8	\$21.94
Step 9	\$22.49
Step 10	\$23.05
Step 15	\$23.63
Step 20	\$24.22

\$300 annual bonus for Step 11-14
\$400 annual bonus for Step 16-19
\$500 annual bonus following Step 20

**LPN
Wage Scale**

	1.025
	4/1/2026
Start	\$22.46
Step 1	\$23.02
Step 2	\$23.60
Step 3	\$24.19
Step 4	\$24.79
Step 5	\$25.41
Step 6	\$26.05
Step 7	\$26.70
Step 8	\$27.37
Step 9	\$28.05
Step 10	\$28.75
Step 15	\$29.47
Step 20	\$30.21

\$300 annual bonus for Step 11-14
\$400 annual bonus for Step 16-19
\$500 annual bonus following Step 20

Brookstone 2026 Wages

For Brookstone Manor LLC:

For the Union:

<i>Paula Rochelle</i>	<i>4/14/26</i>	<i>[Signature]</i>	<i>14 April 26</i>
Signature	Date	Signature	Date