

Letter of Agreement

This Letter of Agreement by and between UFCW 1189 and Lake City Nursing Home (Ebenezer Management Services, Inc) reflects the new wages and wage rates that were agreed upon during the 2026 wage reopener negotiations, and the scales below will replace the wage scales in Appendix A of the collective bargaining agreement.

Registered Nurse (RN)				Licensed Practical Nurse (LPN)				Maintenance 1			
	9/1/2025	3/2/2026	8/31/2026		9/1/2025	3/2/2026	8/31/2026		9/1/2025	3/2/2026	8/31/2026
Start	40.27	41.09	41.91	Start	31.65	32.28	32.93	Start	20.12	20.52	20.93
2080	40.60	41.41	42.24	2080	31.93	32.57	33.22	2080	20.29	20.69	21.10
4160	40.98	41.80	42.64	4160	32.25	32.90	33.55	4160	20.46	20.88	21.30
6240	41.34	42.17	43.01	6240	32.59	33.24	33.91	6240	20.70	21.11	21.54
8320	41.75	42.59	43.44	8320	32.87	33.53	34.20	8320	21.02	21.43	21.86
10400	42.12	42.95	43.81	10400	33.20	33.86	34.54	10400	21.34	21.76	22.19
12480	42.43	43.28	44.14	12480	33.48	34.15	34.83	12480	21.64	22.07	22.51
14560	42.71	43.56	44.44	14560	33.75	34.44	35.12	14560	21.97	22.41	22.86
16640	43.05	43.92	44.80	16640	34.03	34.71	35.40	16640	22.19	22.64	23.10
18720		44.35	45.24	18720		35.06	35.76	18720		22.86	23.32

Nursing Assistant (NAR)				Activity/Hospitality Aides				Maintenance 1B			
	9/1/2025	3/2/2026	8/31/2026		9/1/2025	3/2/2026	8/31/2026		9/1/2025	3/2/2026	8/31/2026
Start	23.25	23.73	24.20	Start	16.69	17.02	17.36	Start	24.39	24.88	25.38
2080	23.65	24.11	24.60	2080	16.89	17.22	17.56	2080	24.61	25.10	25.60
4160	23.92	24.40	24.89	4160	17.14	17.47	17.82	4160	24.99	25.49	26.00
6240	24.13	24.61	25.10	6240	17.45	17.79	18.14	6240	25.44	25.95	26.47
8320	24.43	24.92	25.42	8320	17.70	18.05	18.42	8320	25.96	26.48	27.01
10400	24.74	25.23	25.74	10400	17.99	18.35	18.72	10400	26.47	26.99	27.53
12480	24.98	25.48	25.99	12480	18.30	18.67	19.04	12480	27.02	27.56	28.11
14560	25.18	25.68	26.20	14560	18.61	18.98	19.36	14560	27.54	28.09	28.65
16640	25.40	25.91	26.43	16640	18.89	19.27	19.65	16640	27.83	28.39	28.95
18720		26.16	26.69	18720		19.46	19.85	18720		28.67	29.24

Laundry/Housekeeping/Dietary Aides				Cooks			
	9/1/2025	3/2/2026	8/31/2026		9/1/2025	3/2/2026	8/31/2026
Start	17.55	17.90	18.26	Start	21.67	22.10	22.55
2080	17.74	18.09	18.46	2080	21.86	22.30	22.74
4160	17.98	18.34	18.71	4160	22.15	22.59	23.04
6240	18.21	18.57	18.95	6240	22.43	22.88	23.34
8320	18.42	18.78	19.15	8320	22.76	23.23	23.69
10400	18.58	18.95	19.33	10400	23.13	23.59	24.06
12480	18.74	19.10	19.49	12480	23.49	23.96	24.44
14560	18.90	19.29	19.67	14560	23.88	24.36	24.84
16640	19.09	19.47	19.86	16640	24.20	24.68	25.18
18720		19.67	20.06	18720		24.93	25.43

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

For the Union
 Signed by: Abe Wangnoo
 Signed Abe Wangnoo Date 3/31/2026
 1D6EFC579BD3448...

Abe Wangnoo

For the Employer
 Signed by: Gretchen Gromatka
 Signed Gretchen Gromatka Date 3/31/2026
 D8FC6433D18A4AB...

Gretchen Gromatka