

**Letter of Understanding  
Between  
The Estates at Lynnhurst, LLC – (LPNs)  
and  
UFCW 1189**

Re: Wage re-opener effective 1/1/2026


The Employer and the Union are parties to a Collective Bargaining Agreement (CBA) in effect from January 1, 2025 through December 31, 2027. The parties agree to amend the CBA as follows:

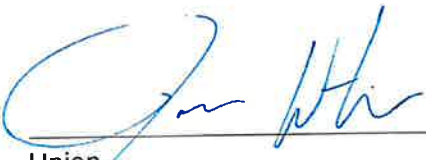
5.1.1 Minimum wage scales effective January 1, 2026

Employees in the scales will progress through the appropriate scale annually, on their anniversary date.

LPNs	Current	1/1/26
Start	\$29.54	\$30.13
1 year	\$29.81	\$30.41
2 year	\$30.08	\$30.68
3 year	\$30.46	\$31.07
4 year	\$30.78	\$31.40
5 year	\$31.05	\$31.67
6 year	\$31.38	\$32.01
7 year	\$31.70	\$32.33
8 year	\$31.97	\$32.61
9 year	\$32.24	\$32.88
10 year	\$32.78	\$33.44

Overscale employees will receive a two percent (2%) wage increase to their base wage rate.

  
\_\_\_\_\_  
Employer  
  
3/30/2026  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Union  
  
3/30/2026  
\_\_\_\_\_  
Date