

**Letter of Understanding  
Between  
The Estates at Lynnhurst, LLC  
(Service & Maintenance)  
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.

	NAR	COOK/MAINT	DA/TRA/HSKP
New	\$20.40	\$18.11	\$16.32
1 year	\$20.66	\$18.36	\$16.63
2 year	\$21.17	\$18.62	\$16.93
3 year	\$21.68	\$18.87	\$17.24
4 year	\$21.93	\$19.13	\$17.54
5 year	\$22.19	\$19.38	\$17.85
6 year	\$22.44	\$19.64	\$18.16
7 year	\$22.70	\$19.89	\$18.46
8 year	\$22.95	\$20.40	\$18.77
9 year	\$23.21	\$20.66	\$19.07
10 year	\$23.46	\$20.91	\$19.38

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