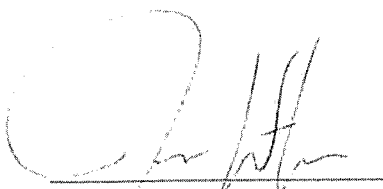


Letter of Understanding  
2026 Wage Agreement  
Between  
Sauer Health Care Service and Maintenance  
And  
UFCW LOCAL 1189

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**Appendix A Wage Scale:**

Effective 6/1/2026: Bargaining unit employees covered under the Service and Maintenance CBA will receive a 4% across the board wage increase.

  
\_\_\_\_\_

Union Representative

6/21/26

Date

  
\_\_\_\_\_

Employer Representative

Date