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November 2, 2015

Department of Human Services  
Nursing Facility Rates and Policy  
PO Box 64973  
St. Paul, MN 55164-0973

Compensation Plan Coordinator:

This letter constitutes as a Letter of Acceptance required under Laws of Minnesota 2014, Chapter 312, Article 27, Minnesota Statutes, Section 256B.441, Subd. 64 by United Food and Commercial Workers Local 1189 in regards to compensation related changes at FMG Galtier Avenue Minnesota LLC, DBA Galtier Health Center. This Letter of Acceptance covers 56 members the bargaining unit.

Should you have any questions please contact me at 651.451.6240.

Sincerely,

A handwritten signature in cursive script that reads 'Jeanine Owusu'.

Jeanine Owusu  
Union Representative

eme/opeiu#12

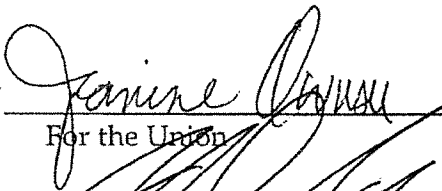
Addendum to Appendix A - Wages

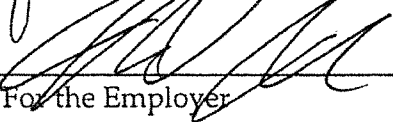
- State of Minnesota minimum wage funding increase (2015)
- Increase effective for employees with wage rates of \$14.00 per hour or less

Effective 10/1/15

NAR	\$ .10
Culinary Assistant	\$ .05
Cook	\$ .05

Above increases are in addition to the negotiated wages in the collective bargaining agreement.

/s/  \_\_\_\_\_ 11/2/15  
For the Union Date

/s/  \_\_\_\_\_ 11/2/15  
For the Employer Date

eme/opeiu#12