

LETTER OF AGREEMENT
BY AND BETWEEN
UFCW LOCAL 1189
AND
THE ESTATES AT LYNNHURST (LPN'S)

2020 Wage reopener

Article 5, Section 5.1.1 Minimum Wage Scales Effective the First Full Pay Period of January 2020.

There will be a \$1.00 increase across the board.

- Employees in the scales will progress through the appropriate scale annually. On their anniversary date.
- Employees paid above scale and/or over scale shall also receive a \$1.00 raise.

LPN's

	<u>Current</u>	<u>Effective the First Full Pay Period of Jan 2020</u>
Start	\$20.50	\$21.50
12 Months	\$20.75	\$21.75
24 Months	\$21.00	\$22.00
36 Months	\$21.25	\$22.25
48 Months	\$21.50	\$22.50
60 Months	\$21.75	\$22.75
72 Months	\$22.00	\$23.00
84 Months	\$22.25	\$23.25
96 Months	\$22.50	\$23.50
108 Months	\$22.75	\$23.75
120 Months	\$23.00	\$24.00

SIGNED AND DATED THIS 19th DAY OF February 2020

FOR THE EMPLOYER

Josh Ly
Name

2/19/20
Date

FOR THE UNION

James Chubb
Name

19 Feb 2020
Date