

Letter of Understanding  
 By and Between  
 United Food and Commercial Workers Local 1189  
 and  
 The Estates at Linden

Wages effective January 1, 2019

NAR's	<u>Current</u>	<u>01/01/2019</u>
Start	\$13.46	<b>\$15.00</b>
After Probation	\$13.59	<b>\$15.10</b>
12 Months	\$13.85	<b>\$15.20</b>
24 Months	\$14.12	<b>\$15.30</b>
36 Months	\$14.40	<b>\$15.40</b>
48 Months	\$14.84	<b>\$15.50</b>
60 Months	\$16.14	<b>\$15.60</b>
72 Months	\$16.77	<b>\$15.70</b>
84 Months		<b>\$15.80</b>
96 Months		<b>\$15.90</b>
108 Months		<b>\$16.00</b>
120 Months		<b>\$16.10</b>
132 Months		<b>\$16.20</b>
144 Months		<b>\$16.30</b>
156 Months		<b>\$16.40</b>
168 Months		<b>\$16.50</b>
180 Months		<b>\$16.60</b>

On Scale

	<u>Position</u>	<u>Current</u>	<u>01/01/2019</u>
Roth, Heidi	CNA	\$14.12	<b>\$15.30</b>
Kearns, Brittney	CNA	\$13.85	<b>\$15.20</b>
Ellstrom, Katelyn	CNA	\$13.46	<b>\$15.10</b>
Heinrich, Samantha E	CNA	\$13.46	<b>\$15.10</b>

Cooks

	<u>Current</u>	<u>01/01/2019</u>
Start	\$13.46	\$14.50
After Probation	\$13.59	\$14.70
12 Months	\$13.85	\$14.80
24 Months	\$14.12	\$14.90
36 Months	\$14.40	\$15.00
48 Months	\$14.84	\$15.10
60 Months	\$16.14	\$15.20
72 Months	\$16.77	\$15.30

On Scale

<u>Name</u>	<u>Position</u>	<u>Current</u>	<u>01/01/2019</u>
Peterson, Morgan Christine	Culinary Services Cook	\$13.46	\$14.80
Hall, Christopher	Culinary Services Cook	\$14.84	\$15.10

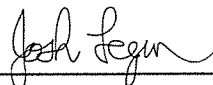
Other Aides

	<u>Current</u>	<u>01/01/2019</u>
Start	\$12.17	\$12.50
After Probation	\$12.29	\$12.80
12 Months	\$12.52	\$13.10
24 Months	\$12.76	\$13.30
36 Months	\$13.01	\$13.50
48 Months	\$13.56	\$13.70
60 Months	\$14.79	\$13.90
72 Months	\$15.35	\$14.10

**Retro Pay Back to the First Full Pay Period of January 2019.**

**\*Effective the first full pay period of January 2019 Above Scale/Off Scale employees will receive a 4% increase.**

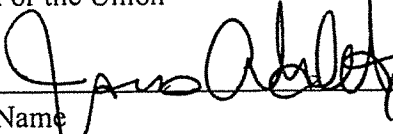
For The Employer

  
\_\_\_\_\_  
Name

April, 20, 2019

\_\_\_\_\_  
Date  
gf/opciu #12

For the Union

  
\_\_\_\_\_  
Name

17 Apr 19  
\_\_\_\_\_  
Date