

LETTER OF UNDERSTANDING  
BY AND BETWEEN  
UFCW LOCAL 1189  
AND  
THE ESTATES AT LINDEN  
SERVICE AND MAINTENANCE

2020 Wage Re-opener

NAR's

	<u>1/1/19</u>	<u>1/1/20</u>
Start	\$15.00	\$15.00
After Probation	\$15.10	\$15.10
12 Months	\$15.20	<b>\$15.25</b>
24 Months	\$15.30	<b>\$15.75</b>
36 Months	\$15.40	<b>\$16.00</b>
48 Months	\$15.50	<b>\$16.25</b>
60 Months	\$15.60	<b>\$16.50</b>
72 Months	\$15.70	<b>\$16.75</b>
84 Months	\$15.80	<b>\$17.00</b>
96 Months	\$15.90	<b>\$17.25</b>
108 Months	\$16.00	<b>\$17.50</b>
120 Months	\$16.10	<b>\$17.75</b>
132 Months	\$16.20	
144 Months	\$16.30	
156 Months	\$16.40	
168 Months	\$16.50	
180 Months	\$16.60	

**Above Scale/Off Scale Increases \$0.60**

**Jennifer Miller Ese Saloe are included in the Above Scale/Off Scale Increases.**

Cooks

	<u>1/1/19</u>	<u>1/1/20</u>
Start	\$14.50	\$14.50
After Probation	\$14.70	\$14.70
12 Months	\$14.80	\$14.80
24 Months	\$14.90	\$14.90
36 Months	\$15.00	\$15.00
48 Months	\$15.10	\$15.10
60 Months	\$15.20	\$15.20
72 Months	\$15.30	<b>\$15.90</b>

**Above Scale/Off Scale Increases \$0.60**

Other Aides:

	<u>1/1/19</u>	<u>1/1/20</u>
Start	\$12.50	\$12.50
After Probation	\$12.80	\$12.80
12 Months	\$13.10	\$13.10
24 Months	\$13.30	\$13.30
36 Months	\$13.50	\$13.50
48 Months	\$13.70	\$13.70
60 Months	\$13.90	\$13.90
72 Months	\$14.10	<b>\$14.70</b>

**Above Scale/Off Scale Increases \$0.60**

**Effective the first full pay period of January 2020 Above Scale/Off Scale employees will receive \$0.60 increase.**

**Employees in the scales will progress through the appropriate scale annually, on their anniversary date.**

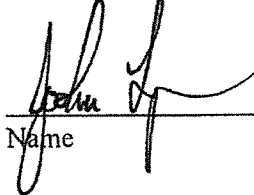
	<u>Current</u>	<u>1/1/20</u>
5.1.4 Preceptor Pay	\$0.50	<b>\$1.00</b>
5.1.6 PM Shift Premium	\$0.50	
5.1.7 NOC Shift Premium	\$1.00	

**Retro Pay back to the first full pay period of January 2020**

**UFCW Local 1189 agrees to extent the current collective bargaining agreement until 12/31/2020, upon ratification of the Wage Reopener, By Letter of Understanding.**

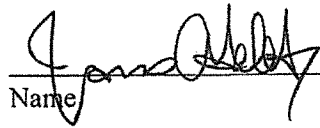
SIGNED AND DATED THIS 19th DAY OF February 2020.

FOR THE EMPLOYER

  
Name

2/19/20  
Date

FOR THE UNION

  
Name

19 Feb 2020  
Date