

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

Employees hired before 2014 will be considered Above Scale/Off Scale.

| <u>Name</u> | <u>Position</u> |
|-----------------------|-------------------------|
| Hatch, Kenneth | CNA |
| Zarzar, Williamina | CNA |
| Weyer, Deborah | CNA |
| Cooke, Amanda | CNA |
| Jepkemboi, Nelly | CNA |
| Kamrowski, Judith | CNA |
| Clausen, Cassandra | CNA |
| Saloe, Ese | CNA |
| Zeirtman, Maranda | CNA |
| Mosher, Christina | Trained Medication Aide |
| Miller, Jennifer | CNA |
| Sutherland, Catherine | Culinary Services Cook |
| Jeff Sutherland | Culinary Services Cook |
| Johnson, Brandy | Culinary Services Cook |
| Baker, Patricia | Culinary Services Aide |
| Sutherland, Kenneth | Culinary Services Aide |
| Wittenberg, Kate | Therapeutic Recreation |
| Schmoeckel, Megan M | Culinary Services Aide |

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

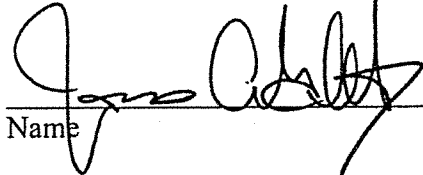


Name

April, 20, 2019

Date

For The Union



Name

17 Apr 19

Date

gf/opeiu #12

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Wages effective January 1, 2019

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

On Scale

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