

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

2020 Wage Re-opener

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

- Employees in the all scales will progress through the appropriate scale annually. On their anniversary date.
- NAR's paid above scale and/or over scale will get a 4% increase.
- Employees paid above scale and/or over scale in other departments will get a 2% increase.

NAR's

	<u>Current</u>	<u>Effective the First Full Pay Period of Jan 2020</u>
Start	\$13.75	\$14.25
After Probation	\$14.00	\$14.50
12 Months	\$14.25	\$15.00
24 Months	\$14.50	\$15.25
36 Months	\$14.75	\$15.50
48 Months	\$15.00	\$15.75
60 Months	\$16.00	\$16.50
72 Months	\$17.00	\$17.50

NAR's In Training

	<u>Current</u>	<u>Effective the First Full Pay Period of Jan 2020</u>
	\$12.29	\$12.54
	\$12.75	\$13.00

Cooks and Maintenance: Note: The Employer has removed the Hired Prior to 10/01/2017 as no one is in that category any longer.

	<u>Current</u>	Effective the First Full <u>Pay Period of Jan 2020</u>
Start	\$12.40	\$13.00
After Probation	\$12.50	\$13.25
12 Months	\$12.75	\$13.50
24 Months	\$13.00	\$14.00
36 Months	\$13.25	\$14.50
48 Months	\$13.75	\$14.75
60 Months	\$15.00	\$15.00
72 Months	\$15.50	\$15.25

The following members have been grandfathered due to their seniority.

Overscale Cook	\$16.05	\$16.37
Overscale Cook	\$16.54	\$16.87
Overscale Cook	\$18.00	\$18.36

Other Aides: Note: The Employer has removed the Hired Prior to 10/01/2017 as no one is in that category any longer.

	<u>Current</u>	Effective the First Full <u>Pay Period of Jan 2020</u>
Start	\$12.00	\$12.00
After Probation	\$12.11	\$12.11
12 Months	\$12.23	\$12.50
24 Months	\$12.35	\$12.75
36 Months	\$12.45	\$13.00
48 Months	\$13.20	\$13.50
60 Months	\$14.40	\$14.70
72 Months	\$15.00	\$15.30

The following members have been grandfathered in due to their seniority

Overscale O/A	\$13.20	\$13.50
Overscale O/A	\$14.70	\$15.00
Overscale O/A	\$15.03	\$15.30
Overscale O/A	\$20.65	\$21.06

SIGNED AND DATED THIS 11th DAY OF February 2020.

FOR THE EMPLOYER

John G
Name

2/19/20
Date

FOR THE UNION

James Kelly
Name

19 Feb 2020
Date