

Letter of Agreement  
 By and Between  
 UFCW Local 1189  
 And  
 The Estates at Lynnhurst (Service and Maintenance)

Wages

Article 5, Section 5.1.1 Minimum wage scales effective **First full pay period of 2019**

- Employees in the scales will progress through the appropriate scale annually. On their anniversary date.
- Employees paid above scale and/or over scale shall receive the same 4% increase as in all job categories on the same date as below.

NAR's

	<u>Current</u>	<u>First full pay period of 2019</u>
Start	\$13.29	\$13.75
After Probation	\$13.42	\$14.00
12 Months	\$13.67	\$14.25
24 Months	\$13.94	\$14.50
36 Months	\$14.21	\$14.75
48 Months	\$14.59	\$15.00
60 Months	\$15.83	\$16.00
72 Months	\$16.41	\$17.00

Cook and Maintenance

Hired Prior

	<u>Current</u>		to 10/01/17	<u>01/01/2019</u>	
	<u>Current</u>	<u>01/01/2019</u>		<u>Current</u>	<u>01/01/2019</u>
New Hires					
Start	\$12.18	\$12.40		\$12.91	\$13.00
After Probation	\$12.30	\$12.50		\$13.04	\$13.25
12 Months	\$12.53	\$12.75		\$13.28	\$13.50
24 Months	\$12.77	\$13.00		\$13.54	\$13.75

36 Months	\$13.02	\$13.25	\$13.80	\$14.00
48 Months	\$13.44	\$13.75	\$14.25	\$14.50
60 Months	\$14.62	\$15.00	\$15.50	\$15.75
72 Months	\$15.14	\$15.50	\$16.05	\$16.30

Other Aides

Hired Prior

New Hires	Current	<u>01/01/2019</u>	to10/01/17	Current	<u>01/01/2019</u>
Start	\$11.88	\$12.00		\$12.59	\$12.75
After Probation	\$11.99	\$12.11		\$12.71	\$12.85
12 Months	\$12.11	\$12.23		\$12.84	\$12.95
24 Months	\$12.23	\$12.35		\$12.96	\$13.05
36 Months	\$12.34	\$12.45		\$13.08	\$13.20
48 Months	\$12.98	\$13.20		\$13.76	\$13.90
60 Months	\$14.18	\$14.40		\$15.03	\$15.20
72 Months	\$14.72	\$15.00		\$15.60	\$15.90

For the Employer

Josh Legun  
Name

2/26/19  
Date

gf/opeiu #12

For the Union

James Adkins  
Name

4 Mar 19  
Date