

**LETTER OF UNDERSTANDING  
BY AND BETWEEN  
UFCW LOCAL 1189  
AND  
MANOR HOUSE-GEAC, LLC.**

The following reflects changes to the current Collective Bargaining Agreement dated Oct. 1, 2014 – Sept. 30, 2016 resulting from the 2015 Wage Re-Opener.

APPENDIX A

YEARS	HHA	COOKS	HOUSE KEEPING	LAUNDRY	DIETARY	LPN
START	\$10.50	\$10.00	\$9.50	\$10.00	\$9.50	\$13.50
6 Months	\$10.75	\$10.25	\$9.75	\$10.25	\$9.75	\$13.90
1 Year	\$11.00	\$10.50	\$10.00	\$10.50	\$10.00	\$14.05
2 Years	\$11.25	\$10.75	\$10.25	\$10.75	\$10.25	\$14.30
3 Years	\$11.50	\$11.00	\$10.50	\$11.00	\$10.50	\$14.60
4 Years	\$11.75	\$11.25	\$10.75	\$11.25	\$10.75	\$14.85
5 Years	\$12.00	\$11.75	\$11.00	\$11.75	\$11.00	\$15.00
7 Years	\$12.25	\$12.00	\$11.25	\$12.00	\$11.25	\$15.25
10 Years	\$13.00	\$12.75	\$11.50	\$12.75	\$11.50	\$15.50
15 Years	\$13.35	\$13.00	\$11.80	\$13.00	\$11.80	\$15.75
20 Years	\$14.35	\$14.00	\$12.80	\$14.00	\$12.80	\$16.75
25 Years	\$15.35	\$15.00	\$13.80	\$15.00	\$13.80	\$17.75

Effective October 1, 2015

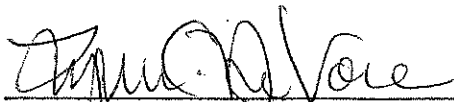
Employees who work between the hours 10:00 p.m. and 6:00 a.m. shall receive an additional (\$.50) cents per hour shift differential

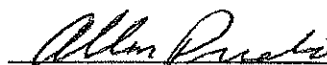
The head of food service shall receive one dollar and thirty cents (\$1.30) per hour (above the cooks' rate) premium pay.

Employees training new employees shall receive an additional twenty cents (\$.20) per hour while training.

MANOR HOUSE-GEAC, LLC.

UNITED FOOD AND COMMERCIAL  
WORKERS UNION, LOCAL 1189





NAME  
HR Director

NAME  
Union Representative

TITLE  
12/2/15

TITLE  
11-25-15

DATE

DATE