

**LETTER OF UNDERSTANDING
BY AND BETWEEN
UFCW LOCAL 1189
AND
MANOR HOUSE-GEAC, LLC.
D/B/A
MANOR HOUSE-MEMORY CARE**

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

WAGE TABLE ONE

Effective October 1st, 2015 employees in wage table one shall receive \$14.00.

Wage table one applies to the following employee:

Noble, Sandra

All wage increases effective October 1st, 2015.

WAGE TABLE TWO

YEARS OF SERVICE	EFFECTIVE 10/1/2015
START	\$11.00
0.5	\$11.25
1	\$11.50
2	\$11.75
3	\$12.00
4	\$12.25

Effective October 1st 2015, top and over top of scale employees shall receive an additional \$1.00 per hour.

Effective October 1st, 2015 employees who work between the hours of 10:00 p.m. and 6:00 a.m. shall receive an additional fifty cents (\$.50) per hour premium pay.

MANOR HOUSE-GEAC, LLC.
D/B/A

UNITED FOOD AND COMMERCIAL
WORKERS UNION, LOCAL 1189

MANOR HOUSE-MEMORY CARE

[Signature]
NAME
HR Director
TITLE
12/2/15
DATE

[Signature]
NAME
Arnon Ruppert
TITLE
11-25-15
DATE