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November 2, 2015

Department of Human Services
Nursing Facility Rates and Policy
PO Box 64973
St. Paul, MN 55164-0973

Compensation Plan Coordinator:

This letter constitutes as a Letter of Acceptance required under Laws of Minnesota 2014, Chapter 312, Article 27, Minnesota Statutes, Section 256B.441, Subd. 64 by United Food and Commercial Workers Local 1189 in regards to compensation related changes at FMG First Avenue Northwest Minnesota LLC, DBA Health and Rehabilitation of New Brighton. This Letter of Acceptance covers 57 members the bargaining unit.

Should you have any questions please contact me at 651.451.6240.

Sincerely,

A handwritten signature in black ink that reads 'Jeanine Owusu'. The signature is written in a cursive style with a large, looped 'J' and 'O'.

Jeanine Owusu
Union Representative

eme/opeiu#12

Addendum to Appendix A - Wages

- State of Minnesota minimum wage funding increase (2015)
- Increase effective for employees with wage rates of \$14.00 per hour or less

Effective 10/1/15

NAR	\$.08
Life Enrichment	\$.08
Maintenance Assistant	\$.11
Culinary Assistant	\$.18

Above increases are in addition to the negotiated wages in the collective bargaining agreement.

/s/ Jeanine Owsen 11/2/15
For the Union Date

/s/ [Signature] 11/2/15
For the Employer Date

eme/opeiu#12