

Letter of Understanding
 Between
 The Emeralds at Grand Rapids LLC
 And UFCW, Local 1189

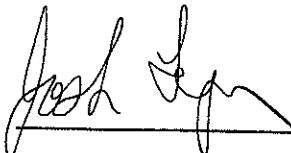
RE: Wages

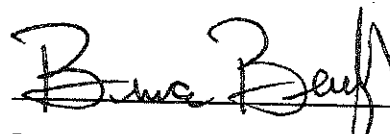
The parties agree to increase to all wage scales effective 4/1/2022. Those over scale will receive \$1 increase. This increase is equal to or greater than the original scale negotiated for the effective date of 11/1/2022.

See scales below:

	Start	1	2	3	4	5	6	7	8	9	10
CNA	16.53	16.85	17.18	17.53	17.89	18.15	18.43	18.69	18.97	19.17	19.74
effective 4/1/22	17.53	17.85	18.18	18.53	18.89	19.15	19.43	19.69	19.97	20.17	20.74
Hskg/Lndry	13.19	13.45	13.71	14.00	14.27	14.49	14.71	14.94	15.14	15.31	15.77
effective 4/1/22	14.25	14.51	14.77	15.06	15.33	15.55	15.77	16.00	16.20	16.37	16.83
Maint Assist	13.76	14.03	14.31	14.60	14.89	15.12	15.35	15.58	15.81	15.96	16.44
effective 4/1/22	14.17	14.45	14.74	15.04	15.34	15.58	15.81	16.05	16.28	16.44	16.94
Act	14.35	14.63	14.92	15.22	15.53	15.74	15.98	16.22	16.46	16.64	17.12
effective 4/1/22	15.00	15.28	15.57	15.87	16.18	16.39	16.63	16.87	17.11	17.29	17.77
Cul Aides	13.19	13.45	13.71	14.00	14.27	14.49	14.71	14.94	15.14	15.31	15.77
effective 4/1/22	13.85	14.11	14.37	14.66	14.93	15.15	15.37	15.60	15.80	15.97	16.43
Cooks	14.35	14.63	14.92	15.22	15.53	15.74	15.98	16.22	16.46	16.64	17.12
effective 4/1/22	15.56	15.84	16.13	16.43	16.74	16.95	17.19	17.43	17.67	17.85	18.33

this scale replaces the 11/1/2022 scale


 Josh Legum, President 4-21-22
 Date


 Bruce Bergh, UFCW Agent 4-21-22
 Date