

**Letter of Understanding**

**Between**

**Cerenity Senior Care – White Bear Lake, MN**

**And**

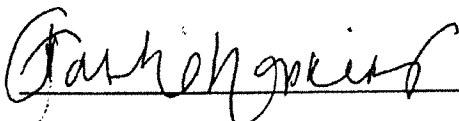
**United Food and Commercial Workers (UFCW) Union Local 1189**

**Amend Contract Language – CBA 1/1/2024-12/31/2025**

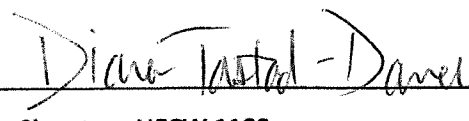
The parties agree to adjust/increase the CNA wage scale in order to improve recruitment and retention efforts in the CNA department. This increase will take effect on June 20, 2024.

**APPENDIX "A" – MINIMUM SCHEDULE OF WAGES AND RULES FOR ASSIGNING EXPERIENCE FOR CREDIT**

<b>Years Experience</b>	<b>CNA/NAR</b>
0	\$21.00
1	\$21.32
2	\$21.63
3	\$21.96
4	\$22.29
5	\$22.62
6	\$22.96
7	\$23.31
8	\$23.66
9	\$24.01
10	\$24.37



Signature Employer



Signature UFCW 1189

June 4, 2024

Date