

The Villas at St. Paul ("The Employer")
 And
 UFCW Local 1189 ("The Union")

Letter of Agreement-Wage Opener Agreement 2024

The Union and Employer agreed to the following during the 2024 wage opener.

1. Wage Increases: (All increases Retro to 5/24/2024)

- 5% NAR increases to the scale and over scale
- 3% increase to all other classification: All employees will either receive 3% increase or get slotted to the appropriate new step when considering their years of experience, whichever is greater.

Years of Experience	Nursing Assistant		Cook		Dietary and Activity Aide		Maintenance	
	5/23/2023	5/24/2024	5/23/2023	5/24/2024	5/23/2023	5/24/2024	5/23/2023	5/24/2024
New	\$19.70	\$20.69	\$18.18	\$18.73	\$16.42	\$16.91	\$17.82	\$18.35
1 Year	\$19.98	\$20.98	\$18.74	\$19.30	\$16.97	\$17.48	\$18.38	\$18.93
2 Year	\$20.26	\$21.27	\$19.29	\$19.87	\$17.53	\$18.06	\$18.94	\$19.51
3 Year	\$20.54	\$21.57	\$19.85	\$20.45	\$18.08	\$18.62	\$19.49	\$20.07
4 Year	\$20.81	\$21.85	\$20.40	\$21.01	\$18.64	\$19.20	\$20.05	\$20.65
5 Year	\$21.09	\$22.14	\$20.96	\$21.59	\$19.19	\$19.77	\$20.61	\$21.23
6 Year	\$21.37	\$22.44		\$22.24		\$20.36		\$21.87
7 Year	\$21.65	\$22.73						
8 Year	\$21.92	\$23.02						
9 Year	\$22.50	\$23.63						
10 Year	\$23.00	\$24.15						

2. TMA Premium T/A

TMA: Increase to \$1.50

3. Emergency PTO cashout:

Employees may use emergency cash out once per year for a proven emergency. Employees can cash out no more than 75% PTO balance upon this request. Union Representative who will then forward emergency request to VP/Regional Human Resource Director. The receipt of payout will take (2) business day. If employee utilizes emergency PTO cash out they are ineligible for Monarch's biannual cash out and would only be eligible for one additional PTO cash out(See Monarch handbook).

Employer:

Print Kristy McCurdy/PRO

Sign [Signature]

Date 7/17/2024

Union:

Print Abe Wangnoo

Sign [Signature]

Date 7/18/2024