

This Letter of Agreement, by and between The Union (UFCW Local 1189) and the Employer (Yona Northstar at Villas at New Brighton), reflects new wages and wage rates that were agreed upon during the 2024 wage reopener negotiations. The wage scale below replaces the wage scale in “Appendix A” of the collective bargaining agreement.

Wage Increase \$1.00 across the board and to all scales, retro to 6/1/2024

Years of Service	Previous Wage Scale	As of 6/1/2024
Hire	\$16.00	\$17.00
1 Year	\$16.59	\$17.59
2 Years	\$17.18	\$18.18
3 Years	\$17.64	\$18.64
4 Years	\$18.29	\$19.29
5 Years	\$18.93	\$19.93

FOR THE EMPLOYER:

FOR THE UNION:

Print: Kristin Burch

Print: Abraham wangnoo

Sign: 
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Sign: 
1D6EFC579BD3448...

Date: 9/6/2024

Date: 9/6/2024