

**This Letter of Agreement, by and between The Union (UFCW Local 1189) and the Employer (Yona Northstar at Villas at Roseville), 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.**

**1. Wage Increases: (All increases Retro to 6/1/2024)**

-3% Increase. All employees will either receive 3% increase or get slotted to the appropriate new step when considering their years of experience, whichever is greater.

<b>Years of Experience</b>	<b>Previous Wage</b>	<b>As of 6/1/2024</b>
New	\$16.42	<b>\$16.91</b>
1 year	\$16.97	<b>\$17.48</b>
2 years	\$17.53	<b>\$18.06</b>
3 years	\$18.08	<b>\$18.62</b>
4 years	\$18.64	<b>\$19.20</b>
5 years	\$19.19	<b>\$19.77</b>
6 years		<b>\$20.36</b>

FOR THE EMPLOYER:

FOR THE UNION:

Print: Kristin Burch

Print: Abraham wangnoo

Signed by:  
Sign: *Kristin Burch*  
80F5DC2DFF86471...

Signed by:  
Sign: *Abraham wangnoo*  
1D6EFC579BD3448...

Date: 9/6/2024

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