## THE EMERALDS AT GRAND RAPIDS AND

## **UNITED FOOD AND COMMERCIAL WORKERS, LOCAL 1189**

## ARTICLE 11

## WAGES

11.1 \$1 increase to all scales and off-scale employees effective 11/1/2024.

of gallins	09/17/2024	Dean M. Heigher	09/17/2024
Employer	Date	Union	Date