

FINAL AGREEMENTS
Between
Grand Village, Grand Rapids, Minnesota
And
UFCW LOCAL 1189, Duluth, Minnesota
(FOR BOTH SERVICE AND RN CONTRACTS)

Effective January 1, 2025, there shall be:

- A **\$1.00** across the board wage increase (on and off-scale) LPN and NAR employees
- A **3%** across the board wage increase for all other job titles (on and off-scale)
- A **\$0.75** increase to the RN wage scale.

TITLE	Start	1 YR	2 YRS	3 YRS	4 YRS	5 YRS	6 YRS	7 YRS	8 YRS
LPN	\$23.83	\$24.29	\$24.67	\$25.54	\$25.92	\$26.27	\$26.77	\$27.02	\$27.57
NAR (CNA)	\$19.63	\$20.01	\$20.33	\$21.09	\$21.40	\$21.75	\$22.05	\$22.39	\$22.86
Activities	\$16.69	\$16.84	\$17.00	\$17.94	\$18.26	\$18.58	\$18.93	\$19.23	\$19.75
All Other (H/L/M)	\$16.69	\$16.84	\$17.00	\$17.15	\$17.43	\$17.75	\$18.44	\$19.00	\$19.29
Maint Tech II	\$18.69	\$18.84	\$19.00	\$19.15	\$19.43	\$19.75	\$20.44	\$21.00	\$21.29
Medical Records	\$16.69	\$17.40	\$17.69	\$18.44	\$18.73	\$19.09	\$19.41	\$19.71	\$20.17
Dietary Assistant	\$16.69	\$16.84	\$17.00	\$17.15	\$17.43	\$17.75	\$18.44	\$19.00	\$19.29
Cook	\$18.44	\$18.59	\$18.75	\$18.90	\$19.18	\$19.50	\$20.19	\$20.75	\$21.04
RN	\$32.70	\$33.14	\$33.57	\$33.80	\$34.24	\$34.57	\$34.91	\$35.26	\$35.39
BRIDGE NURSE	\$32.57	\$33.02	\$33.45	\$33.91	\$34.63	\$35.37	\$36.10	\$36.59	\$37.95

- ~~Longevity payments will be paid in the amount of \$0.15 for After 9 through After 24 years, and \$0.25 starting After 25 years.~~
- **Effective January 1, 2025:** Longevity payments will be paid in the amounts of:
 - **\$0.20** for After 9 years of service through 20 years of service
 - **\$0.30** starting after **20 years** of service


Section 10

The Employer will recognize previous experience. Employees will be **credited with one (1) year of service less than the employee's actual years of previous experience** up to a maximum of eight (8) years on the wage scale.

Any current employees will have a forty-five (45) day window from the effective date of this Agreement to request a reconsideration of their credible experience. Their rate of pay will be adjusted going forward effective **January 1, 2025.**

***Renew current NOC shift differential through December 31, 2025: additional \$1.00/hr**


EMPLOYER


UNION