

**Letter of Understanding by and between
UFCW Local 1189 and
The Emeralds at St. Paul**

The Following wage scale and agreements are effective 2/1/2025.

Members will move to their new wage rate based on their years of service, experience or licensure.

	NAR	Cook/Maint	Dietary Aide/Hskp	TRA
New	\$20.90	\$17.93	\$16.70	\$17.45
1-year	\$21.62	\$18.59	\$17.37	\$18.13
2-year	\$22.20	\$19.15	\$17.93	\$18.65
3-year	\$22.77	\$19.69	\$18.46	\$19.21
4-year	\$23.36	\$20.25	\$19.01	\$19.76
5-year	\$23.92	\$20.80	\$19.54	\$20.31
6-year	\$24.38	\$21.19	\$19.96	\$20.72
7-year	\$24.79	\$21.62	\$20.37	\$21.13
8-year	\$25.21	\$22.01	\$20.73	\$21.53
9-year	\$25.66	\$22.40	\$21.19	\$21.94
10-year	\$26.10	\$22.84	\$21.62	\$22.33
11-year	\$26.37	\$23.10	\$21.87	\$22.63
12-year	\$26.66	\$23.39	\$22.13	\$22.91
13-year	\$26.94	\$23.64	\$22.40	\$23.16
14-year	\$27.25	\$23.93	\$22.69	\$23.44
15-year	\$27.53	\$24.19	\$22.97	\$23.70
16-year	\$27.78	\$24.44	\$23.22	\$23.95
17-year	\$28.03	\$24.69	\$23.47	\$24.20
18-year	\$28.28	\$24.94	\$23.72	\$24.45
19-year	\$28.53	\$25.19	\$23.97	\$24.70
20-year	\$28.78	\$25.44	\$24.22	\$24.95

- The parties agree to a 3% increase to the scales and the addition of 5 more yearly steps to the scales.

-Current overscale employees will receive the same dollar increase as a person moving from the previous top of scale to the new top of scale.

-Upon execution of this Agreement, the Parties agree that all claims, whether existing now or arising in the future, related to the longevity bonus discontinued in 2024, and brought on behalf of members of the Union or otherwise pursued by the Union—including but not limited to Unfair Labor Practice claims, grievances, or any other claims brought in any venue—are

**Letter of Understanding by and between
UFCW Local 1189 and
The Emeralds at St. Paul**

hereby irrevocably waived for UFCW 1189 members employed at the
Emeralds at St. Paul.

Signed by:

For the Union



Date 3/27/2025

1D6EFC579BD3448

Abraham Wanghoo, Union Representative

DocuSigned by:

For the Employer



Date 3/27/2025

1D9861BC8DDD45A

Lynn Hogendorn, Regional Director of Operations