

The Villas at St. Paul ("The Employer")
And
UFCW Local 1189 ("The Union")

Letter of Agreement-Wage Opener 2025

The Union and the Employer agree to the following during the 2025 wage opener.

All UFCW 1189 members, whether on scale or over scale, will receive a **4%** wage increase effective 5/25/2025. The scale below will replace the existing scale in the contract.

2025 new scale	CNA	DA /TA	Cook
new	\$21.52	\$17.59	\$19.48
1 year	\$21.82	\$18.18	\$20.07
2 year	\$22.12	\$18.78	\$20.66
3 year	\$22.43	\$19.36	\$21.27
4 year	\$22.72	\$19.97	\$21.85
5 year	\$23.03	\$20.56	\$22.45
6 year	\$23.34	\$21.17	\$23.13
7 year	\$23.64		
8 year	\$23.94		
9 year	\$24.58		
10 year	\$25.12		

For the Union

Print Abraham Wangnoo

Date 6/23/2025

Signed by:

Sign



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For the Employer

Print Kristie McCurdy

Date 6/23/2025

Signed by:

Sign



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