

**Letter of Understanding by and between
UFCW Local 1189 and
Yona Solutions at 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 or experience.

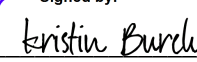
Laundry/ Housekeeping	Previous	As of 2/1/2025
New	\$16.21	\$16.70
1-year	\$18.86	\$17.37
2-year	\$17.41	\$17.93
3-year	\$17.92	\$18.46
4-year	\$18.46	\$19.01
5-year	\$18.97	\$19.54
6-year	\$19.38	\$19.96
7-year	\$19.78	\$20.37
8-year	\$20.13	\$20.73
9-year	\$20.57	\$21.19
10-year	\$20.99	\$21.62
11-year	\$21.23	\$21.87
12-year	\$21.49	\$22.13
13-year	\$21.75	\$22.40
14-year	\$22.03	\$22.69
15-year	\$22.30	\$22.97
16-year		\$23.22
17-year		\$23.47
18-year		\$23.72
19-year		\$23.97
20-year		\$24.22

- 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.

For the Employer:

Print: Kristin Burch

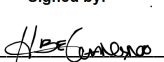
Signed by: 

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Date: 7/21/2025

For the Union

Print: Abraham Wangnoo

Signed by: 

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Date: 7/22/2025