

Letter of Understanding
By and Between
UFCW Local 1189 and Yona Northstar at Villas at St. Paul

This Letter of Understanding reflects the new wage rates that were agreed to in the 2025 wage opener. The new wage scale below replaces the wage scale in "Appendix A" of the collective bargaining agreement

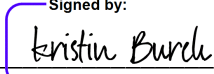
Effective 6/1/2025, all employees will receive a 4% across the board increase. The scales will increase 4% and overscale employees will receive 4%.

This chart will replace the wage chart. Employees will move to the appropriate step and will progress through the scales on their anniversary date.

Years of Experience	Previous (6/1/24)	As of 6/1/2025
Start	16.91	17.59
1 Year	17.48	18.19
2 Years	18.06	18.78
3 Years	18.62	19.36
4 Years	19.20	19.97
5 Years	19.77	20.56
6 Years	20.36	21.17

For the Employer:

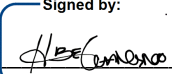
Print: Kristin Burch

Sign: 
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Date: 7/21/2025

For the Union

Print: Abraham Wangnoo

Sign: 
1D6EFC579BD3448...

Date: 7/22/2025