

Letter of Understanding
By and Between
Villa Court LLC
and
UFCW Local 1189

ARTICLE IV

MINIMUM SCHEDULE OF WAGES:

The following shall constitute the minimum scale of wages in the following classifications, effective May 19, 2025 through September 30th, 2025.

Employees may progress through the schedule as seniority dictates.

	PCA/CNA		L/HSK/D		LPN	
	11/1/2024	5/19/2025	11/1/2024	5/19/2025	11/1/2024	5/19/2025
Start	\$ 17.50	\$ 17.80	\$15.10	\$15.40	\$20.00	\$20.30
6 Months	\$ 17.75	\$ 18.05	\$15.25	\$15.55	\$20.30	\$20.60
1 Year	\$ 18.00	\$ 18.30	\$15.50	\$15.80	\$20.74	\$21.04
2 Years	\$ 18.50	\$ 18.80	\$15.75	\$16.05	\$21.18	\$21.48
3 Years	\$ 18.75	\$ 19.05	\$16.40	\$16.70	\$21.62	\$21.92
4 Years	\$ 19.10	\$ 19.40	\$16.35	\$16.65	\$22.06	\$22.36
5 Years	\$ 19.35	\$ 19.65	\$16.85	\$17.15	\$22.50	\$22.80
7 Years	\$ 19.60	\$ 19.90	\$17.10	\$17.40	\$22.94	\$23.24
10 Years	\$ 19.85	\$ 20.15	\$17.30	\$17.60	\$23.38	\$23.68
12 Years	\$ 20.10	\$ 20.40	\$17.60	\$17.90	\$23.82	\$24.12
15 Years	\$ 20.30	\$ 20.60	\$18.40	\$18.70	\$24.26	\$24.56
19 Years	\$ 20.50	\$ 20.80	\$18.40	\$18.70	\$24.70	\$25.00
22 Years	\$ 21.05	\$ 21.35	\$19.50	\$19.80	\$25.14	\$25.44

 7/29/25
Employer Date

 7-29-25
Union Date