

**LETTER OF UNDERSTANDING**  
**BY AND BETWEEN**  
**UFCW LOCAL 1189**  
**AND**  
**YONA NORTHSTAR, LLC AT LYNNHURST**

During the 2025 Contract Negotiations, the parties agreed to the following wage scale and wage increases.

Wage Scale:

<b>Years of service/experience</b>	<b>Previous Scale (4/1/2024)</b>	<b>New Scale 4/1/2025</b>
<b>New Hire</b>	\$14.75	<b>\$16.00</b>
<b>1 Year</b>	\$15.25	<b>\$16.30</b>
<b>2 Years</b>	\$15.75	<b>\$16.60</b>
<b>3 Years</b>	\$16.00	<b>\$16.90</b>
<b>4 Years</b>	\$16.50	<b>\$17.20</b>
<b>5 Years</b>	\$17.00	<b>\$17.50</b>
<b>6 Years</b>	\$17.75	<b>\$17.80</b>
<b>7 Years</b>		<b>\$18.10</b>
<b>8 Years</b>		<b>\$18.40</b>
<b>9 Years</b>		<b>\$18.70</b>
<b>10 Years</b>		<b>\$19.00</b>

The parties also agreed to credit current members on scale for one additional year in the progression. Members will continue to move through the scale on their anniversary. The new wages for members are as follows, retroactive back to 4/1/2025:

Efe Anderson – \$20.25

Muna Aryal – \$16.60

Nalliayah Doshe Woods – \$16.30

Jayvon McKinley – \$16.30

Dodji Soedjede - \$18.10

**For the Employer**

Name: Kristin Burch

Signed by:  
Signature: Kristin Burch  
19C019351EE3420...

Date: 8/9/2025

**For the Union**

Name: Abraham Wangnoo

Signed by:  
Signature: Abraham Wangnoo  
1D6EFC579BD3448...

Date: 8/11/2025