

Letter of Understanding
By and Between
UFCW Local 1189 and Yona Northstar at Villas at New Brighton

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.

All current employees will receive a 5.5% across the board increase retroactive to 6/1/2025 and will progress to the next highest wage step on their anniversary. All top-of-scale and overscale employees will also receive \$.50 on their anniversary falling between 6/1/2025 and 5/31/2026.

Years of Service	Previous Wage Scale	As of 6/1/2025
Hire	\$17.00	\$17.16
1 Year	\$17.59	\$17.79
2 Years	\$18.18	\$18.41
3 Years	\$18.64	\$18.90
4 Years	\$19.29	\$19.58
5 Years	\$19.93	\$20.26
6 Years		\$20.84

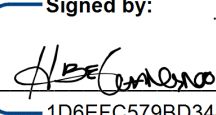
For the Employer

Name Kristin Burch

Signed by:
Signature  Date 9/18/2025
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For the Union

Name Abraham Wangnoo

Signed by:
Signature  Date 9/18/2025
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