



722 N Pokegama Ave Grand Rapids MN, 55744 PH: (218)-326-3469 F: (218)-326-5339

Memorandum of Understanding (MOU)

This is an agreement between Brookstone Manor, hereafter called Party A and Union Food and Commercial Workers Union Local 1189, hereafter called Party B.

Purpose:

The purpose of this MOU is to clearly outline a modification in compensation based on the information below:

Currently, Home Health Aides working PM (evenings) shift do not receive a shift differential. Effective October 30th, 2025, Home Health Aides working PM shift will receive a shift differential of \$0.75 per hour.

Currently, Home Health Aides working NOC (overnights) receive a shift differential of \$0.50 per hour. Effective October 30th, 2025, Home Health Aides working NOC shift will receive a shift differential of \$1.00 per hour.

The parties agree to the terms of the MOU set forth above by the signatures below.

Sign: Ina Borga

Sign: Tuan Vu

Part A Representative: Ina Borga

Party B Representative: Tuan Vu

Organization: Brookstone Manor

Organization: UFCW 1189

Date: 10/09/2025

Date: October 10th, 2025