

LETTER OF UNDERSTANDING BETWEEN
MOOSE LAKE VILLAGE
AND UFCW 1189

Re: Wage re-opener-effective 1 January 2026

The Employer and Union are parties to a Collective Bargaining Agreement (CBA) in effect from January 1, 2024 through December 31, 2026. The parties have agreed to amend the CBA as follows:

ARTICLE 16
HOURS OF WORK, SCHEDULES, OVERTIME
AND ADDITIONAL COMPENSATION

16.11 Employees scheduled-for **six (6)** hours or more may take one (1) thirty (30) minute unpaid meal period

Article 17
Leaves of Absence

17.12 Paid Family and Medical Leave:

- 1. Effective no sooner than January 1, 2026, the employer will pay 50% and the employee will pay 50% of the Family and Medical Leave premiums assessed pursuant to Minnesota State Statute Section 268B.14.**
- 2. PTO, EIT or other paid time off provided for in this Agreement may be taken as “supplemental benefits” for those who qualify for family medical benefits under Minnesota Statute Chapter 268B.**

Article 27

Wages

Nursing Assistant					On Call NAR					TMA				
Hours	7/1/2024	7/1/2025	1% Spread	2026	Hours	7/1/2024	7/1/2025	1% Spread	2026	Hours	7/1/2024	7/1/2025	1% Spread	2026
0	\$ 19.30	\$ 20.45	\$ 22.60		0	\$ 19.20	\$ 20.35	\$ 22.50		0	\$ 20.34	\$ 21.49	\$ 23.64	
2080	\$ 19.55	\$ 20.70	\$ 22.83		2080	\$ 19.45	\$ 20.60			2080	\$ 20.59	\$ 21.74	\$ 23.88	
4160	\$ 19.78	\$ 20.93	\$ 23.05		4160	\$ 19.67	\$ 20.82			4160	\$ 20.82	\$ 21.97	\$ 24.12	
6240	\$ 20.05	\$ 21.20	\$ 23.28		6240	\$ 19.94	\$ 21.10			6240	\$ 21.09	\$ 22.24	\$ 24.36	
8320	\$ 20.28	\$ 21.43	\$ 23.52		8320	\$ 20.17	\$ 21.32			8320	\$ 21.32	\$ 22.47	\$ 24.60	
10400	\$ 20.57	\$ 21.72	\$ 23.75		10400	\$ 20.46	\$ 21.61			10400	\$ 21.61	\$ 22.76	\$ 24.85	
12480	\$ 20.90	\$ 22.05	\$ 23.99		12480	\$ 20.80	\$ 21.95			12480	\$ 21.94	\$ 23.09	\$ 25.09	
14560	\$ 21.24	\$ 22.39	\$ 24.23		14560	\$ 21.14	\$ 22.29			14560	\$ 22.29	\$ 23.44	\$ 25.35	
16640	\$ 21.59	\$ 22.74	\$ 24.47		16640	\$ 21.48	\$ 22.63			16640	\$ 22.63	\$ 23.78	\$ 25.60	
18720	\$ 21.90	\$ 23.05	\$ 24.72		18720	\$ 21.80	\$ 22.95			18720	\$ 22.94	\$ 24.09	\$ 25.85	
20800	\$ 22.25	\$ 23.40	\$ 24.96		20800	\$ 22.15	\$ 23.30			20800	\$ 23.29	\$ 24.44	\$ 26.11	
22880	\$ 22.60	\$ 23.75	\$ 25.21		22880	\$ 22.49	\$ 23.64			22880	\$ 23.64	\$ 24.79	\$ 26.37	
24960	\$ 22.92	\$ 24.07	\$ 25.47		24960	\$ 22.82	\$ 23.97			24960	\$ 23.96	\$ 25.11	\$ 26.64	
27040	\$ 23.26	\$ 24.41	\$ 25.72		27040	\$ 23.16	\$ 24.31			27040	\$ 24.30	\$ 25.45	\$ 26.90	
29120	\$ 23.52	\$ 24.82	\$ 25.98		29120	\$ 23.42	\$ 24.72			29120	\$ 24.56	\$ 25.86	\$ 27.17	

Housekeeping, Activity Aide, Dietary Aide					Cook					Cook Supervisor				
Hours	1/1/2024	7/1/2025	1% Spread	2026	Hours	1/1/2024	7/1/2025	1% Spread	2026	Hours	1/1/2024	7/1/2025	1% Spread	2026
0	\$ 15.00	\$ 16.15	\$ 19.00		0	\$ 17.58	\$ 18.73	\$ 21.58		0	\$ 20.81	\$ 21.96	\$ 24.81	
2080	\$ 15.41	\$ 16.56	\$ 19.19		2080	\$ 18.01	\$ 19.16	\$ 21.80		2080	\$ 21.00	\$ 22.15	\$ 25.06	
4160	\$ 15.90	\$ 17.05	\$ 19.38		4160	\$ 18.45	\$ 19.60	\$ 22.01		4160	\$ 21.24	\$ 22.39	\$ 25.31	
6240	\$ 16.83	\$ 17.98	\$ 19.58		6240	\$ 19.38	\$ 20.53	\$ 22.23		6240	\$ 21.42	\$ 22.57	\$ 25.56	
8320	\$ 17.13	\$ 18.28	\$ 19.77		8320	\$ 19.69	\$ 20.84	\$ 22.46		8320	\$ 21.64	\$ 22.79	\$ 25.82	
10400	\$ 17.42	\$ 18.57	\$ 19.97		10400	\$ 20.00	\$ 21.15	\$ 22.68		10400	\$ 21.86	\$ 23.01	\$ 26.08	
12480	\$ 17.75	\$ 18.90	\$ 20.17		12480	\$ 20.30	\$ 21.45	\$ 22.91		12480	\$ 22.08	\$ 23.23	\$ 26.34	
14560	\$ 18.06	\$ 19.21	\$ 20.37		14560	\$ 20.59	\$ 21.74	\$ 23.14		14560	\$ 22.29	\$ 23.44	\$ 26.60	
16640	\$ 18.36	\$ 19.51	\$ 20.57		16640	\$ 20.90	\$ 22.05	\$ 23.37		16640	\$ 22.50	\$ 23.65	\$ 26.87	
18720	\$ 18.67	\$ 19.82	\$ 20.78		18720	\$ 21.24	\$ 22.39	\$ 23.60		18720	\$ 22.72	\$ 23.87	\$ 27.13	
20800	\$ 18.98	\$ 20.13	\$ 20.99		20800	\$ 21.53	\$ 22.68	\$ 23.84		20800	\$ 22.94	\$ 24.09	\$ 27.41	
22880	\$ 19.30	\$ 20.45	\$ 21.20		22880	\$ 21.83	\$ 22.98	\$ 24.08		22880	\$ 23.17	\$ 24.32	\$ 27.68	
24960	\$ 19.61	\$ 20.76			24960	\$ 22.15	\$ 23.30			24960	\$ 23.40	\$ 24.55		
27040	\$ 19.93	\$ 21.08			27040	\$ 22.45	\$ 23.60			27040	\$ 23.63	\$ 24.78		
29120	\$ 20.23	\$ 21.38			29120	\$ 22.76	\$ 23.91			29120	\$ 23.86	\$ 25.01		
31200	\$ 20.57	\$ 21.87			31200	\$ 23.09	\$ 24.39			31200	\$ 24.10	\$ 25.40		

OV Caregiver w/o C.N.A.					Caregiver w/ C.N.A.					Activity Aide OV				
Hours	1/1/2024	7/1/2025	1.5% Spread	2026	Hours	7/1/2024	7/1/2025	1.5% Spread	2026	Hours	1/1/2024	7/1/2025	1.5% Spread	2026
0	\$ 16.57	\$ 17.72	\$ 19.00		0	\$ 17.76	\$ 18.91	\$ 20.00		0	\$ 14.01	\$ 15.16	\$ 16.50	
2080	\$ 16.78	\$ 17.93	\$ 19.19		2080	\$ 17.99	\$ 19.14	\$ 20.30		2080	\$ 14.21	\$ 15.36	\$ 16.75	
4160	\$ 17.01	\$ 18.16	\$ 19.38		4160	\$ 18.23	\$ 19.38	\$ 20.60		4160	\$ 14.43	\$ 15.58	\$ 17.00	
6240	\$ 17.23	\$ 18.38	\$ 19.58		6240	\$ 18.47	\$ 19.62	\$ 20.91		6240	\$ 14.65	\$ 15.80	\$ 17.25	
8320	\$ 17.45	\$ 18.60	\$ 19.77		8320	\$ 18.69	\$ 19.84	\$ 21.23		8320	\$ 14.85	\$ 16.00	\$ 17.51	
10400	\$ 17.66	\$ 18.81	\$ 19.97		10400	\$ 18.94	\$ 20.09	\$ 21.55		10400	\$ 15.06	\$ 16.21	\$ 17.78	
12480	\$ 17.93	\$ 19.08	\$ 20.17		12480	\$ 19.24	\$ 20.39	\$ 21.87		12480	\$ 15.31	\$ 16.46	\$ 18.04	
14560	\$ 18.23	\$ 19.38	\$ 20.37		14560	\$ 19.54	\$ 20.69	\$ 22.20		14560	\$ 15.61	\$ 16.76	\$ 18.31	
16640	\$ 18.54	\$ 19.69	\$ 20.57		16640	\$ 19.87	\$ 21.02	\$ 22.53		16640	\$ 15.89	\$ 17.04	\$ 18.59	
18720	\$ 18.84	\$ 19.99	\$ 20.78		18720	\$ 20.19	\$ 21.34	\$ 22.87		18720	\$ 16.19	\$ 17.34	\$ 18.87	
20800	\$ 19.13	\$ 20.28	\$ 20.99		20800	\$ 20.52	\$ 21.67	\$ 23.21		20800	\$ 16.47	\$ 17.62	\$ 19.15	
22880	\$ 19.43	\$ 20.58	\$ 21.20		22880	\$ 20.85	\$ 22.00	\$ 23.56		22880	\$ 16.78	\$ 17.93	\$ 19.44	
24960	\$ 19.75	\$ 20.90			24960	\$ 21.18	\$ 22.33			24960	\$ 17.05	\$ 18.20		
27040	\$ 20.04	\$ 21.19			27040	\$ 21.49	\$ 22.64			27040	\$ 17.35	\$ 18.50		
29120	\$ 20.33	\$ 21.48			29120	\$ 21.83	\$ 22.98			29120	\$ 17.64	\$ 18.79		
31200	\$ 20.57	\$ 21.87			31200	\$ 22.06	\$ 23.36			31200	\$ 17.86	\$ 19.16		

Mentors to receive \$1.00 additional to their regular rate of pay

Date: 8 October 2025

ER: Asghar Zuh

UN: [Signature]