

Letter of Understanding
Wage and Benefit Re-Opener

December 8th, 2025

This Letter of Understanding is entered into between Villa Court (hereafter "Employer") and United Food and Commercial Workers Local 1189 (hereafter "Union") representing the employees of Villa Court.

The Employer agrees to an across-the-board increase to the pay scale by \$.25. This increase will be retroactive to September 30th, 2025.

	PCA/CNA 11/1/2024	PCA/CNA 5/19/2025	PCA/CNA 9/30/2025	L/HSK/D 11/1/2024	L/HSK/D 5/19/2025	L/HSK/D 9/30/2025	LPN 11/1/2024	LPN 5/19/2025	LPN 9/30/2025
Start	\$17.50	\$17.80	\$18.05	\$15.10	\$15.40	\$15.65	\$20.00	\$20.30	\$20.55
6 Months	\$17.75	\$18.05	\$18.30	\$15.25	\$15.55	\$15.80	\$20.30	\$20.60	\$20.85
1 Year	\$18.00	\$18.30	\$18.55	\$15.50	\$15.80	\$16.05	\$20.74	\$21.04	\$21.29
2 Years	\$18.50	\$18.80	\$20.05	\$15.75	\$16.05	\$16.30	\$21.18	\$21.48	\$21.73
3 Years	\$18.75	\$19.05	\$19.30	\$16.00	\$16.70	\$16.95	\$21.62	\$21.92	\$22.17
4 Years	\$19.10	\$19.40	\$19.65	\$16.35	\$16.65	\$16.90	\$22.06	\$22.36	\$22.61
5 Years	\$19.35	\$19.65	\$19.90	\$16.85	\$17.15	\$17.40	\$22.50	\$22.80	\$23.05
7 Years	\$19.60	\$19.90	\$20.15	\$17.10	\$17.40	\$17.65	\$22.94	\$23.24	\$23.49
10 Years	\$19.85	\$20.15	\$20.40	\$17.30	\$17.60	\$17.85	\$23.38	\$23.68	\$23.93
12 Years	\$20.10	\$20.40	\$20.65	\$17.60	\$17.90	\$21.15	\$23.82	\$24.12	\$24.37
15 Years	\$20.30	\$20.60	\$20.85	\$18.40	\$18.70	\$18.95	\$24.26	\$24.56	\$24.81
19 Years	\$20.50	\$20.80	\$21.05	\$18.90	\$19.20	\$19.55	\$24.70	\$25.00	\$25.25
22 Years	\$21.05	\$21.35	\$21.60	\$19.50	\$19.80	\$20.05	\$25.12	\$25.44	\$25.69

Furthermore, **Effective January 1, 2026**, the Employer agrees to make monthly contributions to the Northern Minnesota Wisconsin Area Retail Food Health and Welfare Fund of **nine hundred fifty five dollars (\$955.00)** per month, or the ARGA rate whichever is less for all employees, commencing the first of the month following completion of the probationary period, who are regularly scheduled an average of sixty (60) hours per pay period.

Employees' premium share will be thirty dollars (\$30.00) per month.


2/20/26
 
2-20-26
 Employer Date Union Date