

Bruce Bergh,  
UFCW Local 1189  
Duluth, MN 55812

Dear Bruce,

Grand Village has renewed its contract with the Department of Veterans Affairs, effective April 1, 2022. As a result, Grand Village is now subject to the revised Federal Contractor Minimum Wage under Executive Order 14026, which sets this at the rate of \$15.00 per hour effective upon renewal of any federal contract after January 30, 2022. This rate replaces the previous federal contractor minimum wage of \$11.25 per hour.

In order to ensure compliance with this Executive Order, Grand Village is increasing the rate of pay for all team members, whether they are members of UFCW or not, to \$15.00 per hour retroactive to 4/1/2022. In effect, here is what the wage scales would look like at the present time:

Effective 4/1/2022	Start	After 1	After 2	After 3	After 4	After 5	After 6	After 7	After 8
LPN	21.21	21.63	21.99	22.80	23.15	23.48	23.94	24.17	24.69
NAR	17.30	17.66	17.95	18.67	18.96	19.28	19.56	19.87	20.31
Activities	15.00	15.26	15.56	16.27	16.55	16.84	17.16	17.43	17.89
All Other	15.00	15.00	15.00	15.52	15.80	16.08	16.71	17.23	17.49
Medical Records	15.41	15.77	16.04	16.71	16.98	17.29	17.57	17.86	18.28
Dietary Assistant	15.00	15.00	15.00	15.00	15.14	15.94	16.71	17.23	17.49
Cook (\$1.75 > D.A)	16.75	16.75	16.75	16.75	16.89	17.69	18.46	18.98	19.24

When we conduct negotiations for the new Collective Bargaining Agreement upcoming, we can discuss how to address the steps that are now set at the same rate of pay over the first few years of employment in the "All Other" and "Dietary Assistant" job classifications. Note also that the Cook scale, which is set at \$1.75 above the Dining Assistant scale, was also adjusted to reflect \$1.75 above the new \$15.00 minimum wage, where applicable.

Please let us know if you have any questions or concerns with this.

Sincerely,



Shannon Gilb  
Executive Director  
Grand Village