

Letter of Agreement

By and Between

UFCW Local 1189

and

Yona North Star Solutions - The Emeralds at St. Paul

This Letter of Agreement is made and entered into by and between Yona North Star Solutions d/b/a The Emeralds at St. Paul, hereinafter referred to as the "Employer", and the United Food and Commercial Workers Union 1189, hereinafter referred to as the "Union". It is hereby agreed by and between the Employer and the Union that the existing Collective Bargaining Agreement, shall be in full force effect with the following modifications to terms and conditions.

1. Retirement Plan

- Employees may participate in Yona North Star 401(k) savings plan enrollment.
- Information will be provided to employees and the Union

2. Seniority

- All existing employees as of 4/24/2022, will have a new seniority date with the Employer. Employees will keep their original date of hire with The Emeralds at St. Paul amongst themselves for the purposes of vacation selections and accrual and for layoff, reductions in hours or any other benefits or practices currently affected by seniority within the CBA.

3. Probationary Period

- There will be no new Probationary Period for employees who were HCSCG employees as of 4/24/2022.

4. Vacation

- All vacation balances earned with The Emeralds at St. Paul shall be credited to the employee's vacation balance with the Employer. There shall be no reduction or changes from the current practices outline in the CBA related to vacation.


5. Health Benefit Plans

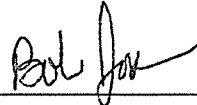
- Yona North Star Solutions will offer its company health plan to employees and offer open enrollment into the plan; this information will be provided to the employees and the Union.

SIGNED AND DATED THIS 19<sup>th</sup> DAY OF SEPTEMBER 2022

FOR THE EMPLOYER  
YONA NORTH STAR SOLUTIONS  
THE EMERALDS AT ST. PAUL

FOR THE UNION  
UNITED FOOD AND COMMERCIAL  
WORKERS 1189

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9/23/2022

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