

Letter of Understanding

Between

Benedictine Living Community - St. Anne of Winona, MN

And

United Food and Commercial Workers Union (UFCW) - Local 1189

Amend Contract Language – CBA 2/1/23 – 1/31/26

Section 15.4. Life and AD&D Insurance

Current Language: The Employer shall provide a group term life and AD&D insurance plan, with a twenty-thousand-dollar (\$20,000.00) death benefit, during the term of this Agreement. Any changes to benefits shall be only by mutual agreement between the Employer and the Union, although neither party shall be required to negotiate such matters during the term of this Agreement. Enrollment and eligibility will be in accordance with plan rules.

Amended Language: The Employer shall provide a group term life and AD&D insurance plan, with a death benefit equal to 1 times the employee's annual salary (up to \$300,000 or equal to that of the non-union member Benedictine plan value maximum), during the term of this Agreement. Any changes to benefits shall be only by mutual agreement between the Employer and the Union, although neither party shall be required to negotiate such matters during the term of this Agreement. Enrollment and eligibility will be in accordance with plan rules.

Signed:

Cellean Kohn

Employer

WSE Gennaro

UFCW – Local 1189

Date:

6-1-2023

6-1-2023