



Part of Fairview
Health Services



MEMORANDUM OF UNDERSTANDING 2025 Medical Insurance Premiums

Grand Itasca Clinic & Hospital (“Employer”) and UFCW, Local 1189 (“Union”) agree that the Employer may contribute a health insurance premium percentage, which is higher than outlined in the current 2024 – 2027 collective bargaining agreement, for benefit plan year 2025, without guarantee or precedent.

Jan 1, 2025 – Dec 31, 2025	CBA Employer Monthly Percentage	Employer Monthly Percentage
Low Deductible		
Employee Only	75%	84%
Employee + 1	67%	74%
Employee + Fam	67%	74%
High Deductible - 80%		
Employee Only	75%	84%
Employee + 1	67%	74%
Employee + Fam	67%	74%

This agreement shall expire on December 31, 2025.

For the Employer

Katherine Burns-Christenson
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Katherine Burns-Christenson
Senior Human Resources Director

October 14, 2024 | 12:24 PM CDT
Dated: _____

For the Union

Tuan Vu
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Tuan Vu
UFCW Labor Representative

October 16, 2024 | 1:23 PM CDT
Dated: _____