

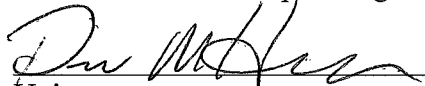
MEMORANDUM OF UNDERSTANDING - HOLIDAYS

This Memorandum of Understanding (“MOU”), entered into this 13th day of November, 2024, by and between UFCW Local #1189, Hospital and Nursing Home Division (“Union”), and Itasca Nursing Home Board, d/b/a Grand Village (“Employer”), supplements the parties’ existing Collective Bargaining Agreement (“CBA”). This MOU will remain in effect for the current contact term, which expires on December 31, 2025.

As of November 13, 2024, the Minnesota Nursing Home Workforce Standards Board has proposed Rule 5200.2010, which provides for certain holidays worked by a Nursing Home Worker (defined by Minnesota Statutes 181.211, subd. 9) to be paid at time and one-half.

The Union and its members have selected the following days to be paid at time and one-half if a Union member works the day: (1) the day after Thanksgiving; (2) Veteran’s Day; and Juneteenth Day.

This MOU shall go into effect January 1, 2025, provided all the following conditions are satisfied: (1) the Employer’s non-union Nursing Home Workers agree to the above-identified days to be paid at time and one-half; (2) proposed Minnesota Rule 5200.2010, as drafted as of November 13, 2024, goes into effect on January 1, 2025, and remains effective throughout the term of this MOU; and (3) the Union ratifies the parties’ November 2024 tentative wage and health insurance re-opener agreement.


Union

Date: 12/10/24


Employer

Date: 12-10-24