

LETTER OF UNDERSTANDING (LOU)

Between

**F-M AMBULANCE SERVICE AND SANFORD HEALTH (SANFORD AMBULANCE)
Bemidji, MN**

And

**THE UNITED FOOD AND COMMERCIAL WORKERS UNION
LOCAL UNION NO. 1189**

1. Whereas, F-M Ambulance and Sanford Health, doing business as Sanford Ambulance (hereinafter "Employer") and The United Food and Commercial Workers Union, Local Union 1189 (hereinafter "Union") are parties to a collective bargaining agreement, effective April 15, 2021 to April 14, 2025
2. Whereas, the Employer wishes to allow union staff to participate in the Sanford Paramedic Apprenticeship program, without loss of union status or seniority
3. Now therefore, the Employer and the Union agree:
 - a. Effective January 1, 2025,
 - b. F-M Ambulance UFCW members who wish to apply for the Sanford Paramedic Apprenticeship (SPA) program, may do so on the same terms and conditions as non-contract employees, without temporarily vacating their current union roles
 - c. Further, all SPA program hours will count towards the employee's FTE status while enrolled in this program
4. This Letter of Understanding shall not be precedent setting for any pending or future negotiations between the parties.

FOR THE EMPLOYER:

Mollie J. Forstner 1/14/25
Signature Date

FOR THE UNION:

 1/14/25
Signature Date