

**Letter of Understanding  
By and Between  
Sauer Health Care and UFCW Local 1189**

The Following agreement between the Employer and the Union will remain in effect only so long as the Minnesota Nursing Home Workforce Standards Board Act remain in effect.

Sauer Health Care and the Union agree to the following changes to the Holiday schedule to remain in compliance with the Law. The parties agree to this Holiday schedule for the year 2025 and thereafter unless either party requests to meet to modify the terms of this agreement or the State Law ceases to exist or is modified. In the case of modification to the Law, the parties agree to meet to modify specifics of this agreement as a result.

Thanksgiving and the Friday after Thanksgiving will be grouped in this new schedule. Christmas Eve and Christmas Day will also be grouped. Example: If you work Thanksgiving, you will also work the Friday after Thanksgiving, you would then be off for Christmas Eve and Christmas Day.

In order to continue the previous year's major holiday rotation, individuals will either work New Year's Day and President's Day or be off for those two holidays in a given calendar year.

The following list of Holidays will replace the list of holidays in section 10.1 of the LPN and 6.1 of the Service and Maintenance CBAs so long as this letter is in effect.

2025 Group A

New Year's Day (January 1) WORK

Presidents' Day (Third Monday in February)  
NEW WORK

Easter Day (March/April) OFF

Memorial Day (Last Monday in May) WORK

Independence Day (July 4) OFF

Labor Day (First Monday in September) WORK

Thanksgiving Day (Fourth Thursday in  
November) OFF

Friday after Thanksgiving (Fourth Friday in  
November) NEW OFF

Christmas Eve (December 24) NEW WORK

Christmas Day (December 25) WORK

New Year's Eve (December 31) NEW OFF

2025 Group B

New Year's Day (January 1) OFF

Presidents' Day (Third Monday in February)  
NEW OFF

Easter Day (March/April) WORK

Memorial Day (Last Monday in May) OFF

Independence Day (July 4) WORK

Labor Day (First Monday in September) OFF

Thanksgiving Day (Fourth Thursday in  
November) WORK

Friday after Thanksgiving (Fourth Friday in  
November) NEW WORK

Christmas Eve (December 24) NEW OFF

Christmas Day (December 25) OFF

New Year's Eve (December 31) NEW WORK

This Letter of Understanding supersedes any previous arrangements regarding the scheduling of these holidays for the year 2025. All other provisions of the collective bargaining agreement remain in effect.

For the Employer Jessi Muras Date 12/31/2024  
Jessi Muras, Administrator

For the Union Abraham Wangnoo Date 31/12/24  
Abraham Wangnoo, Union Representative






# Letter of Understanding 11 Holidays\_Updated

Final Audit Report

2024-12-31

Created:	2024-12-31
By:	Jessi Muras (JESSI.MURAS@GMAIL.COM)
Status:	Signed
Transaction ID:	CBJCHBCAABAAv7ggRa-ULB9O_ArvIRKiiNMChBfPI06

## "Letter of Understanding 11 Holidays\_Updated" History

-  Document created by Jessi Muras (JESSI.MURAS@GMAIL.COM)  
2024-12-31 - 5:09:49 PM GMT
-  Document emailed to Abraham Wangnoo (awangnoo@ufcw1189.org) for signature  
2024-12-31 - 5:09:52 PM GMT
-  Email viewed by Abraham Wangnoo (awangnoo@ufcw1189.org)  
2024-12-31 - 5:10:27 PM GMT
-  Document e-signed by Abraham Wangnoo (awangnoo@ufcw1189.org)  
Signature Date: 2024-12-31 - 5:13:17 PM GMT - Time Source: server
-  Agreement completed.  
2024-12-31 - 5:13:17 PM GMT