

**LETTER OF UNDERSTANDING BETWEEN**  
**City of Remer**  
**AND**  
**UFCW 1189**

The Employer and Union are parties to a Collective Bargaining Agreement (CBA) in effect from July 1, 2024, through June 30, 2027. The parties have agreed to amend Article 12-Leave of Absence to include the following:

**D. Paid Family and Medical Leave:**

Effective January 1, 2026, the employer will pay 50% and the employee will pay 50% of the Family and Medical Leave premiums assessed pursuant to Minnesota State Statute Section 268B.14.

Benefit time or other paid time off provided for in this Agreement may be taken as "supplemental benefits" for those who qualify for family medical benefits under Minnesota Statute Chapter 268B.

  
\_\_\_\_\_  
Employer                      8/20/25  
Date

  
\_\_\_\_\_  
Union                      20 Aug 25  
Date