

LETTER OF UNDERSTANDING BETWEEN
Community Memorial Hospital Association
AND
UFCW 1189

The Employer and Union are parties to a Collective Bargaining Agreement (CBA) in effect from November 1, 2023, through October 31, 2026. The parties have agreed to amend Article 7-Leaves of Absence to include the following:

7.8 Paid Family and Medical Leave- Effective January 1, 2026, the employer and the employee will equally share the Family and Medical Leave premiums assessed pursuant to Minnesota State Statute Section 268B.14.

PTO 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. The total amount of family or medical leave benefits provided under Minnesota Statute Chapter 268B, plus the “supplemental benefits” paid to the employee by the Employer, shall not exceed 100% of the regular wage or salary of the employee. Employees may not be required to exhaust accumulated PTO or other forms of personal time off before or while taking family medical leave under Minnesota Statute Chapter 268B. An employee may use PTO or other forms of paid time off or disability insurance payments in lieu of family medical leave program benefits under Chapter 268B, provided the employee is currently eligible.

 8-8-25
Employer Date

 8 Aug 25
Union Date