

**Letter of Understanding
By and Between Sanford Health and
UFCW Local 1189**

Subject: Minnesota Paid Family and Medical Leave (PFML)

The Employer and the Union are parties to the following Collective Bargaining Agreements (CBA):

Sanford Health at Good Samaritan Society of Stillwater in effect from 2/1/2023-1/31/2026:
Good Samaritan Society of Maplewood in effect from 2/1/2023-1/31/2026:
Good Samaritan Society of Inver Grove Heights in effect from 3/1/2024-2/28/2027:
Good Samaritan Society Comforcare in effect from 12/02/2022-12/01/2025:
F-M Ambulance Service in effect from 4-15-25 through 4-14-28:

The parties hereby agree to the following:

Beginning January 1, 2026, the Employer will pay fifty percent (50%) of the premiums required by Minnesota Statute § 268B.14, and employees will pay fifty percent (50%) of the premiums through payroll deduction from their wages, for those that qualify for PFML.

The Paid Time Off (PTO) or sick benefits provided for in this Agreement may be taken as “supplemental benefits” by employees 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 use or exhaust accumulated PTO or sick benefits before or while taking family medical leave under Minnesota Statute Chapter 268B. An employee may use PTO, sick, 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 and follows such reasonable leave reporting rules as Sanford may establish from time to time.

For the Union:



For the Company:

