

**Whole Foods Community Co-Op, Inc. ("Employer")
and
United Food & Commercial Workers Union, Local 1189 ("Union")**

Memorandum of Understanding

Employer and Union are parties to a written collective bargaining agreement covering the time period of April 21, 2023 up to and including April 20, 2026, ("CBA").

In light of statutory changes effective January 1, 2026, the parties agree to amend Article 15 of the CBA by adding a new Section 15.13 as follows:

15.13 PAID LEAVE LAW:

Effective January 1, 2026, an employee may take paid leave as provided by the Minnesota Paid Leave Law, as amended, ("PLL") pursuant to the provisions of the PLL. The Employer and an employee shall share the premium assessed under the PLL equally. Any accrued PTO shall be considered as "supplemental benefits" under the PLL and may be used to supplement leave income under the PLL, pursuant to the terms and subject to the conditions of the PLL. Leave taken under the PLL shall run concurrently with leave taken for the same purpose under the federal Family and Medical Leave Act, the Minnesota Parental Leave Act, Medical Leave of Absence, or as otherwise allowed by law. Notwithstanding the foregoing: if the PLL is repealed, or if the Employer or the Union is not covered by the PLL, this Section shall be of no effect; and if the effective date of the PLL is after January 1, 2026, this Section shall be of no effect until that date.

This Memorandum of Understanding shall be attached to and considered part of the CBA.

For the Employer:



Dated: 9/9/2025

For the Union:



Dated: 10 Sept 25