

**LETTER OF UNDERSTANDING BETWEEN
BROOKSTONE MANOR, INC.
AND
UFCW 1189**

The Employer and Union are parties to a Collective Bargaining Agreement (CBA) in effect from April 1, 2025, through March 31, 2028. The parties have agreed to amend Article 8 Leaves of Absence to include the following:

Section 5 Paid Family and Medical Leave:

1. 1. Effective January 1, 2026, the Employer will pay 50% and the employee will pay 50%, through payroll deduction, of the Family and Medical Leave premiums assessed pursuant to Minnesota State Statute Section 268B.14.
2. 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.

	<u>10/14/2025</u>		<u>18 Oct 25</u>
Employer	Date	Union	Date