

LETTER OF UNDERSTANDING

By and Between

United Food and Commercial Worker's Union, Local 1189

and

Mayo Clinic Ambulance

Re: Supplemental Position Expansion

In recognition of the mutual desire of the employees and the employer to work together to create and solidify opportunities for employees which will benefit both parties, the parties agree to the following provisions pertaining to the number of supplemental positions expressed in the current collective bargaining agreement.

Article 4.4 states in part, the employer agrees to not have more than six (6) supplemental employees at one time. Article 4.4 also states these supplemental employees will not cover more than 216 hours of PTO per month prior to those PTO hours being made available to union members.

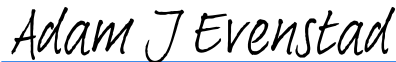
This Letter of Understanding extends the number of supplemental positions expressed in Article 4.4 to eight (8) supplemental positions provided the additional two (2) positions are filled by Ms. Kim Levens and Mr. Mike Amendola. There will not be an expansion of the hours of PTO per month covered nor changes made to the conditions of offering these hours as expressed in the current collective bargaining agreement because of this expansion.

Dated this ____30th____ day of ____October____,2025.



Chad P. Liedl (Oct 31, 2025 12:29:54 CDT)

Chad Liedl, Senior Director
Mayo Clinic Ambulance



Adam J Evenstad (Oct 30, 2025 16:19:40 CDT)

Adam J. Evenstad - President
UFCW Local 1189