

LETTER OF UNDERSTANDING BETWEEN
Oakland Park Communities
AND
UFCW 1189

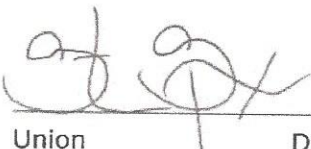
The Employer and Union are parties to a Collective Bargaining Agreement (CBA) in effect from January 1, 2025, through December 31, 2027. The parties have agreed to amend Article 10-Paid Time Off (PTO) to include the following:

F. Paid Family and Medical Leave:

1. Effective January 1, 2026, the Employer will pay 50% and the employee will pay 50% 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.

 10/29/25

Employer Date

 22 AUG 25

Union Date