

*Letter of Understanding
Between
Stockyards Meat Packing Co.
And
UFCW LOCAL 1189*

RE: MN Paid Family Medical leave

1. Effective January 1, 2026, the Employer agrees to pay 50% of the Family and Medical Leave premiums assessed pursuant to Minnesota State Statute Section 268B.14. The Employer is authorized to deduct the remaining portion of the Family and Medical Leave premiums from each Employee's paychecks.
2. Employees who qualify and are approved for Family and Medical Leave benefits under Minnesota Statute Chapter 268B may elect to use Sick Time or other paid time off provided under this Agreement as "supplemental benefits." The combined total of State-provided Family and Medical Leave benefits and Employer-paid supplemental benefits may not exceed 100% of the employee's regular pay for an eight-hour day or 40-hour workweek. Supplemental benefits shall be paid to an Employee upon the Employer's receipt of the Employee's Statement of Benefits received from the State. An employee may use Sick Time in lieu of Family and Medical Leave program benefits under Chapter 268B, provided the employee is currently eligible.
3. Family and Medical Leave taken under Minnesota State Statute Chapter 268B shall run concurrently with leave taken under the Family and Medical Leave Act of 1993, and/or leave taken under Minnesota Pregnancy and Parental Leave Act.

By Michael Van Hove
Employer

Date 10/7/2025

By [Signature]
Union Representative

Date 10/6/2025