

**Inter-Faith Care Center ("Employer")
and
United Food and Commercial Workers Union Local No. 1189 ("Union")**

Memorandum of Understanding

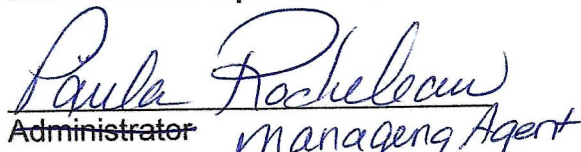
Employer and Union are parties to a written collective bargaining agreement covering the time period of January 1, 2023 up to and including December 31, 2025, ("CBA").

In light of statutory changes effective January 1, 2026, the parties agree to amend Article 12 of the CBA by adding a new Section 12.7 as follows:

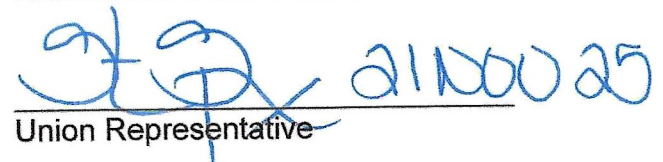
12.7 Effective January 1, 2026, or when implemented (if later), an employee may take paid leave as provided by the Minnesota Paid Leave Law, as amended, ("PLL") pursuant to the provisions of the PLL. The Employer agrees to pay 50% of the PLL premiums assessed pursuant to Minnesota Statute Section 268B.14 and the employee will pay 50% through payroll deduction. 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 FMLA and the Minnesota Pregnancy and Parenting Leave Act, other leave taken under this Agreement (such as medical leave), and 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 Notwithstanding the foregoing, if the PLL is repealed, or if the Employer or the Union is not covered by the PLL, this Section shall be of no effect.

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

**INTER-FAITH CARE CENTER
and Pineview Apartments/Carlton Place**


Administrator *managing Agent*
11/21/25

**UNITED FOOD AND COMMERCIAL
WORKERS UNION LOCAL #1189**


Union Representative