



November 10, 2025

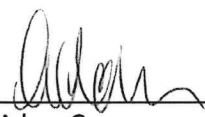
Letter of Agreement regarding MN Paid Leave program

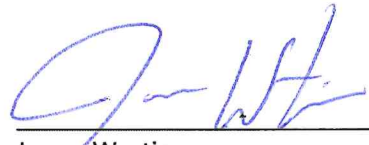
The following represents an agreement made between TCCP/Coop Partners Warehouse and UFCW1189 at a negotiation session on October 23, 2025.

The union and the employer agree to the following:

1. Eliminate our current short term disability coverage through Lincoln Financial effective December 31, 2025.
2. Enroll in the state administered paid leave program effective January 1, 2026.
3. 50% of the premium will be paid by the employer, 50% will be paid by the employee
4. Employees will be permitted to supplement MN Paid Leave benefits with sick or vacation time to bring them to their normal take home pay if they choose to.
5. Employees are permitted to take MN Paid Leave intermittently in time periods no shorter than one day.

This agreement modifies Article 15 of the Collective Bargaining Agreement.


Adam Gower
TCCP/Co-op Partners Warehouse
11/10/2025
Date


James Westin
UFCW1189
11/14/25
Date