

LETTER OF UNDERSTANDING BETWEEN
VIREO HEALTH OF MINNESOTA, LLC Contract
AND
UFCW 1189

RE: MN Paid Family Leave

ARTICLE 19 – LEAVES OF ABSENCE

The Employer and Union are parties to a Collective Bargaining Agreement (CBA) in effect from December 13, 2024 through November 22, 2026. The parties have agreed to replace Article 19 Section 5: PFMLA: with the following:

~~Section 5: PFMLA: The Parties recognize that while the State of Minnesota's Paid Family Medical Leave Act (PFMLA) will take effect on January 1, 2026, how this law will be administered (i.e., by the State or private insurance carrier) and actual costs associated with this law to employers are unknown. Therefore, the Parties agree that upon at least sixty (60) days prior to January 1, 2026, the parties will meet and confer in an effort to create a mutually agreeable Memorandum of Understanding that addresses the impact of PFMLA under this Agreement. This re-opener only pertains to the negotiation over PFMLA related provisions, and no other provisions of the agreement shall be considered open as a result of such negotiations.~~

Section 5: Minnesota Paid Family Leave:

1. Effective January 1, 2026, the Employer will pay 50% and the employee will pay 50%, through payroll deduction, of the Family and Medical Leave premiums assessed pursuant to Minnesota State Statute Section 268B.14.
2. PTO or other paid benefit 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.

Ramona Stefan 11.10.2025
Employer Date
Chief People Officer

[Signature] 11/14/25
Union Date