

**Letter of Understanding
Ecumen Lakeshore and UFCW Local 1189**

The parties agree to adopt the following Minnesota Paid Leave program as outlined effective January 1, 2026.

What is MN Paid Leave?

MN Paid Leave is a state-administered program that ensures team members can take time off for critical health and family needs without sacrificing job security or financial stability. The State of Minnesota determines whether an event qualifies for Paid Leave. If approved, benefits are paid directly by the State of Minnesota to the Team Member.

Who is Covered?

Nearly all team members working in Minnesota—full-time, part-time, temporary, and seasonal—are eligible.

Reasons for Leave Include:

- Your own serious health condition (including pregnancy and recovery)
- Bonding with a new child (birth, adoption, foster placement)
- Caring for a family member with a serious health condition
- Safety leave (domestic violence, sexual assault, stalking)
- Military-related exigency

Key Benefits:

- Up to **12 weeks for medical leave and 12 weeks for family leave** (maximum combined total: 20 weeks per benefit year)
- Wage replacement of **55%–90% of weekly wages**, capped at the state average weekly wage (approx. \$1,423)
- Payments issued by the state via direct deposit or prepaid debit card.
- **Job protection** after 90 days of employment, with health insurance continuing during leave

Coordination with Other Leave Benefits:

- MN Paid Leave runs concurrently with other State and Federal leaves
- Team members may **choose** to use other leave benefits (SST, PTO, STD) to supplement ("top off") their MN Paid Leave benefits.

Cost and Funding:

MN Paid Leave is funded through payroll contributions starting January 1, 2026. The total premium is 0.88% of wages, split evenly between employer and team member (0.44% each).

Process to Request PFML:

1. Notify their leader and People Services Director of upcoming leave. If it is a planned absence, provide at least 30 days' notice. If it's an unplanned absence, notify as soon as possible.
2. Apply for leave on MN Paid Leave website
3. Provide required certification documents with application.
4. Call New York Life, Ecumen's leave administrator, to coordinate other potential federal and state leaves.

This agreement shall be null and void and of no force or effect if the law is appealed, repealed or invalidated.


Ecumen Lakeshore


UFCW Local 1189

12/11/2025
Date

11 DEC 25
Date