

**Itasca Nursing Home Board for Itasca Nursing Home
D/B/A
Grand Village
And
United Food and Commercial Workers Union, Local #1189**

Itasca Nursing Home Board, for Itasca Nursing Home, d/b/a Grand Village (the "Employer"), and United Food and Commercial Workers Union, Local #1189 (the "Union") hereby enter into this Letter of Understanding ("LOU"). The parties agree as follows:

1. This LOU applies to the employees covered by the parties' collective bargaining agreements, effective January 1, 2023, through December 31, 2025.
2. Effective January 1, 2026, or as soon as the Minnesota Paid Leave law ("MPL") becomes effective, eligible employees covered by MPL will be granted paid leave consistent with the requirements of the law and consistent with the Employer's policies.
3. Effective January 1, 2026 (or as soon thereafter as the MPL goes into effect), the Employer will pay fifty percent (50%) of the premiums required by Minnesota Statute § 268B.14, subd. 3, and employees will pay fifty percent (50%) of the premiums through payroll deduction from their wages to the extent that any such premiums are payable due to work performed in Minnesota, pursuant to Minnesota law.
4. All leaves, whether paid or unpaid, provided under the parties' collective-bargaining agreements and state, federal, and local law, shall run concurrently to the extent permitted by law and the parties' collective-bargaining agreements.
5. All accrued paid time off provided for in this Agreement may be utilized as a supplemental benefit by employees who qualify for the Minnesota Paid Family Medical Leave program to the extent permitted under Minnesota Statute Chapter 268B. The total amount of family or medical leave benefits provided, plus the use of accrued or otherwise earned leave, shall not exceed 100% of the regular wage or salary of the employee. Employees choosing to supplement PFML benefits with available paid time off may only supplement to the extent that it results in 100% of the regular wage or salary of the employee. An employee may, at their discretion, utilize their accrued forms of paid time off (PTO) and/or extended illness bank (EIB) in lieu of Paid Family Medical Leave program benefits.
6. This LOU shall remain in effect indefinitely unless and until terminated by the mutual written agreement and consent of both parties.

Itasca Nursing Home Board, for Itasca Nursing Home, D/B/A Grand Village

By: Hannah Karon
Its: Administrator

Dated: 1/15/26

United Food and Commercial Workers Union, Local #1189

By: [Signature]
Its: Union Representative

Dated: 14 Jan 26