

*Letter of Understanding
Between
Harmony Gardens Service and Maintenance
And
UFCW LOCAL 1189*

RE: MN Paid Family Leave

ARTICLE 12 - LEAVES OF ABSENCE

SECTION 12.2 MEDICAL LEAVES:

A leave of absence of up to six (6) months shall be granted to employees with six (6) months of service, unable to work because of illness or injury. For the purpose of this article pregnancy shall be considered an illness. An employee who is out on an extended medical leave of absence shall provide the facility with adequate notice of their intended return to work. Upon the employers request the employee shall furnish the employer with a physician's report certifying that she/he is capable of returning to work. Said employee shall be guaranteed their same shift, hours and job classification.

Under this Article the FMLA shall first be utilized. If any employee needs additional medical leave beyond FMLA or did not qualify for FMLA, the medical leave would be granted up to a combined maximum of six (6) months of leave per rolling twelve (12) months.

Employees on an FMLA absence will be required to use accrued and available PTO and STDA time. For employees who use all available PTO, but who have a previously scheduled and approved vacation, the Employer will permit the Employee to take the previously scheduled and approved vacation on an unpaid basis.

Minnesota Paid Family and Medical Leave:

1. Effective no sooner than 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/Sick Time or other paid time off provided for in this Agreement will be taken as "supplemental benefits" for those who qualify for family medical benefits under Minnesota Statute Chapter 268B.

Signature Date: 12/29/2025

ER: Becky Holmgren

UN: Diana Tash-Damen