

**LETTER OF UNDERSTANDING (LOU)**  
**Between**  
**Essentia Health**  
**And**  
**United Food and Commercial Workers Union Local 1189**  
**ARTICLE 13**  
**LEAVES OF ABSENCE**

**Subject Matter:** Paid Family and Medical Leave – Northern Pines Clerks

**Effective Date:** January 1, 2026

The parties agree to the following addition of language to the current collective bargaining agreement, April 1, 2024 through March 31, 2027, Article 20 Leaves of Absence new section 20.11:

**13.2 Paid Family and Medical Leave:**

1. Effective January 2026, or as soon thereafter as the Minnesota Paid Family and Medical Leave law (MNPFML) become effective, eligible employees covered by MNPFML will be granted paid leave consistent with the requirements of the law and consistent with the Employer's policies.
2. Effective January 2026 (or as soon thereafter as the law goes into effect) the Employer will pay fifty percent (50%) of the premiums required by Minnesota Statute 268B.14, subd. 3 and the employee will pay fifty (50%) of the payroll deduction from their wages to the extent that any such premiums are payable due to work performed in MN, pursuant to Minnesota law.
3. All leaves, whether paid or unpaid, and whether covered by FMLA, MNPFML, or as provided in this Agreement, will run concurrently to the extent permitted by law.

**For the Employer:**



1/5/26

Amy Holodnick  
Labor Relations Sr. Specialist  
Essentia Health

**For the Union:**



Stacy Spexet  
Union Representative  
UFCW Local 1189

Date