

**LETTER OF UNDERSTANDING BETWEEN
Zup's Silver Bay-Grocery
AND
UFCW 1189**

The Employer and Union are parties to a Collective Bargaining Agreement (CBA) in effect from June 8, 2024 through June 8, 2027. The parties have agreed to amend Article 18 Leaves of Absence to include the following:

Section 18.11 Paid Family and Medical 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.

 11-26-25

Employer Date

 01/01/26

Union Date