

LETTER OF UNDERSTANDING - Weekend Shift Off Allotments

FAIRVIEW HEALTH SERVICES (“Employer”) and UFCW Local 1189 – Lake City (“Union”)

WHEREAS, Fairview Health Services (“Employer”) and UFCW Local 1189 (“Union”) are parties to a Collective Bargaining Agreement in effect from March 1, 2024 through February 28, 2027, at Lake City Nursing Home; and

WHEREAS, the parties wish to clarify and establish employee eligibility for weekend shift-off requests on an annual basis;

NOW, THEREFORE BE IT RESOLVED, that the parties agree as follows:

Weekend Shift Off Eligibility (Calendar Year Basis)

Employees may request two (2) shifts on a weekend off during their first (1) year through their fourth (4) year.

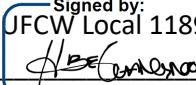
After their fifth (5) anniversary through year nine (9) they are eligible for four (4) shifts on weekends off in a year.

After their tenth (10) anniversary they are eligible for six (6) shifts on a weekend off in a year. These are calendar years.

Employees must follow the employer’s established scheduling procedures when requesting weekend shifts off. Approval remains subject to operational needs and staffing requirements.

No Other Contract Modifications. All other provisions of the Collective Bargaining Agreement remain unchanged and in full effect.

Sunset Provision. This Letter of Understanding shall sunset upon the expiration of the current Collective Bargaining Agreement, which expires February 28, 2027. At that time, the terms of this LOU will no longer be in effect unless the parties mutually agree to renew or incorporate them into a successor agreement.

Signed by:
For UFCW Local 1189:


Name: Abraham Wangnoo
Title: Union Representative
Date: 2/9/2026

Signed by:
For Fairview Health Services:


Name: Gretchen Gromatka
Title: Principal Labor Relations Consultant
Date: 2/6/2026