

Letter of Understanding
Between
Augustana Hastings
And
UFCW LOCAL 1189

ARTICLE 13 - LEAVES OF ABSENCE

RE: 13.6 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.



Union Representative

3/6/26

Date

Kim M. Szymanski, NHA 3/5/2026

Employer Representative

Date