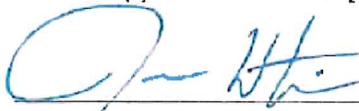
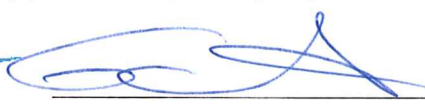
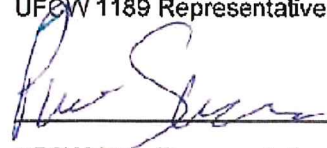


**Letter of Understanding
Between
Hirshfield's, INC.
And
UFCW 1189 & UFCW 663**

RE: Paid Family and Medical Leave:

1. Effective January 1, 2026, the employer will deduct the maximum amount of payroll taxes (premium) costs from an employee's paycheck to the extent allowed under the Minnesota Paid Family Medical Leave law.
2. Minnesota Paid Leave shall be granted pursuant to applicable law. When this program is implemented (currently scheduled for January 1, 2026) Hirshfield's will begin deducting the employee's portion of the premiums (tax) from wages.
3. Sick Time or other paid 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. The total amount of family or medical leave benefits provided under Minnesota Statute Chapter 268B, plus the "supplemental benefits" paid to the employee by the Employer, shall not exceed 100% of the regular wage or salary of the employee. Employees will not be required to exhaust accumulated Sick Time or other forms of personal time off before or while taking family medical leave under Minnesota Statute Chapter 268B. An employee may use Sick Time or other forms of paid time off or disability insurance payments in lieu of family medical leave program benefits under Chapter 268B, provided the employee is currently eligible for the benefits under Chapter 268B.
4. PFML shall run concurrently with all other federal, state or local mandated leaves as permitted by law. Intermittent leave under PFML is limited to a maximum of 480 hours during a benefit year.
5. The employer retains the right to implement a private plan substitution for Paid Family Medical Leave benefits subject to State of Minnesota approval. Any such private plan shall provide no less than the minimum benefits required under any said state law. The Employer shall have the ability to design its private plan however it sees fit provided it receives approval from the State of Minnesota.
6. The parties recognize that the Minnesota Paid Family Medical Leave Act is a new law that has uncertainty attached to it, including on-going premium costs that are being shared between the Company and employees. To that end, the Union recognizes that as long as the Company meets the minimum statutory requirements set forth under the Minnesota Paid Family Medical Leave law, the Company may periodically change plans from a private plan (i.e. insured product or self-insured product) to the state plan or vice-versa to ensure that it receives competitive rates. If the Employer elects a private plan, employees will pay the lesser of: (a) 50% of the State plan premium cost; or (b) 50% of the private plan premium cost.

	9-10-25		9-11-25
UFCW 1189 Representative	Date	Hirshfield's, INC Representative	Date
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	9-10-2025		
UFCW 663 Representative	Date		