

COLLECTIVE BARGAINING AGREEMENT

BY AND BETWEEN

GOOD SAMARITAN SOCIETY – COMFORCARE

AND

UNITED FOOD AND COMMERCIAL WORKERS
UNION LOCAL 1189, AFL-CIO

December 2, 2025 – December 1, 2028

GOOD SAMARITAN SOCIETY -- COMFORCARE

December 2, 2025 TO December 1, 2028

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Collective Bargaining Agreement
By and Between
GOOD SAMARITAN SOCIETY -- COMFORCARE
and
UNITED FOOD AND COMMERCIAL WORKERS UNION
LOCAL 1189, AFL-CIO

THIS AGREEMENT made this 2nd day of December, 2025, by and between GOOD SAMARITAN SOCIETY -- COMFORCARE, hereinafter described as the Employer, and the UNITED FOOD & COMMERCIAL WORKERS UNION LOCAL 1189, chartered by the UNITED FOOD & COMMERCIAL WORKERS INTERNATIONAL UNION, AFL-CIO & CLC, hereinafter described as the Union.

ARTICLE 1
RECOGNITION OF UNION

1.1 Recognition: The Employer recognizes the Union as the sole and exclusive representative for the purposes of collective bargaining with respect to the hours of labor, rates of pay and working conditions herein specified, of all full-time and regular part-time direct care Registered Nurses and direct care Licensed Practical Nurses employed by Employer at its nursing home located at 1201 17th St NE, Austin Minnesota, excluding all MDS Coordinators, Admissions Coordinators, Staff Development Coordinators, Nursing Managers, on-call Registered Nurses and Licensed Practical Nurses without seniority, traveling Registered Nurses and Licensed Practical Nurses, office clerical employees, managerial employees, temporary employees, guards and supervisors as defined by the National Labor Relations Act.

1.2 Union Membership: It shall be a condition of employment that all employees of the Employer covered by this Agreement who are members of the Union in good standing on the effective date of this Agreement shall remain members in good standing and those who are not members on the effective date of this Agreement shall, on the thirty-first (31st) day following the effective date of this Agreement, become and remain members in good standing in the Union. It shall also be a condition of employment that all employees covered by this Agreement and hired on or after its effective date shall, on the thirtieth (30th) day following the beginning of such employment, become and remain members in good standing in the Union.

"In good standing", for the purpose of this Agreement, is defined to mean the payment of a standard initiation fee or a standard reinstatement fee, if applicable, and standard monthly dues as applied uniformly to all persons covered by this Agreement.

For the purpose of this Article 1, Section 1.2, the execution date of this Agreement shall be considered its effective date.

1.3 Dues and Initiation Fee: The Employer agrees to deduct Union dues and initiation fees from the wages of employees in the bargaining unit who voluntarily provide the Employer with a written authorization for such deductions. In no event shall such written authorization extend beyond the termination date of this Agreement. Such deduction shall be made by the Employer from the wages of the employees during each calendar month and shall be transmitted to the Union. In the event that no wages are due the employee, or that they are insufficient to cover the required deduction, the deduction for such month shall nevertheless be made from the first wages of adequate amount next due the employee and shall thereupon be transmitted to the Union. Together with the transmittal of deductions referred to above, the Employer shall furnish the Union with a list of the employees for whom deductions were made.

The Union shall refund promptly any dues found to have been improperly deducted and transmitted to the Union and shall furnish the Employer with a record of such refund.

1.4 UFCW Active Ballot Club: The Employer will deduct contributions to the UFCW Active Ballot Club from the wages of any employee who voluntarily provides the Employer with a written authorization. The Employer is not responsible for the management or administration of the Club or decision on Club expenditures. The Union agrees to invoice the Employer on a quarterly basis for those employees who have provided a written authorization to deduct such contributions from their wages.

1.5 Union Visitation: The duly authorized representative of the Union may visit Employer's nursing home premises upon advance notice to the Administrator or his/her designee, and may confer with the employees of Employer thereat, provided that such visitation does not interfere with the proper conduct of employees' duties and care of the patients or residents.

ARTICLE 2 CLASSIFICATION OF EMPLOYEES

2.1 Classification: Employees shall be classified as follows: Full-time employees are those employees regularly scheduled to work at least thirty (30) hours per week. Regular Part-time employees are those employees regularly scheduled to work less than thirty (30) hours per week.

2.2 For the purposes of this Article 2, Section 2.1 and 2.2, no employee shall be reclassified to defeat the purpose of this Agreement.

2.3 On-call employees shall be those employees who choose to work without a posted schedule; are paid per contract but do not receive or accrue benefits with the exception of time and one-half (1 ½) pay on holidays actually worked. On-call employees shall maintain seniority rights only if they work an average of sixteen (16) or more hours per pay period in a three (3) month period.

2.4 The Employer will be allowed to employ one (1) Traveling Nurse outside the bargaining unit. The Employer may temporarily employ more than 1 traveling (agency) nurse

only during exceptional and unanticipated circumstances in order to meet safe staffing levels for sufficient resident care and only if the Employer is actively recruiting at least that number of permanent nurses. **Upon request the employer will provide the number of traveling nurses, the shifts they are working, and the billing rate paid.**

ARTICLE 3 PAY PERIODS

3.1 Frequency of Pay: Employees shall be paid every two (2) weeks or more often. Payroll errors of three (3) hours or more, and caused by the Employer's error, shall be paid by the Employer within 24 hours of notification to the Employer, excluding weekends.

ARTICLE 4 HOURS OF WORK

4.1 Work Schedule Posting: Work schedules shall be posted at least two (2) weeks prior to the start of a work period. All scheduling changes will be reflected in the Employer's electronic scheduling program. When changes in the work schedule are made affecting employees who are scheduled to be off, the Employer will also notify the employee via telephone, email or text message. Employer shall not change the shift of any employee in an arbitrary and capricious manner. Changes in the posted schedule will not be made without the consent of the employee.

4.2. Job Bidding:

The Employer shall post all regularly scheduled non-temporary vacancies for a minimum of seven (7) days. The posting will include the days, hours and shift to be filled by seniority as defined in Section 7.1. Bids shall be submitted in writing to the Employer before the expiration of the seven (7) day posting period. During the posting period the Employer shall fill available hours in accordance with Section 4.3 below.

The parties agree to allow existing employees to add permanent hours to their schedules, up to eighty (80) hours per pay period, provided doing so does not disrupt existing "block" schedules and maintains consistent scheduling assignments.

A system of "block" scheduling shall be utilized providing employees with permanent days off; however, it is understood that some "non-block" positions and/or positions with "block" and "non-block" hours shall be utilized where mutually agreeable between the employee and the Employer.

4.3 Temporary Vacancies: The Employer shall post all known available hours (i.e., PTO, holidays granted off, leaves of absence, unfilled schedules, etc.) **in the scheduling system** for a minimum of (5) calendar days or as far in advance as is administratively possible. Shifts will be awarded using the following priority:

1. Bargaining unit employees with seniority without overtime.
2. Casual employees (including up to one (1) Traveling Nurse) without seniority without overtime.
3. Bargaining unit employees with seniority with overtime.
4. Non-bargaining unit or casual employees (including up to one (1) Traveling Nurse) with overtime, or management.

When hours become available without previous scheduling notice, the Employer will attempt to fill the hours using the provisions outlined above. The Employer retains the right to restrict excessive use of overtime on a case-by-case basis **if a reasonable concern for patient or employee safety exists**; provided, however, the Employer's exercise of such right may be challenged under the parties' grievance procedure. If a call-in occurs within one hour of a shift's starting time, the staffing coordinator and/or charge nurse may ask employees currently on-site to work the open shift and to award the open shift on the basis of seniority. **If all currently scheduled employees decline the shift the staffing coordinator and/or charge nurse will revert to 1-4 above, on a first com first serve basis. If 1-4 above fails to fill the call-in shift then the least senior employee, on a rotating basis, will be mandated to work. No employee can be mandated to work more than four (4) additional hours after an 8-hour shift.**

4.4 Weekend Scheduling: Employees shall normally be scheduled so they are not required to work more than every other weekend except by mutual agreement between the Employer and the employee.

4.5 No Split Shifts: The Employer shall not schedule an employee for a split shift, unless the parties mutually agree to do so.

4.6 No Shift Rotation: The Employer shall not rotate shifts of an employee, unless the parties mutually agree to do so.

4.7 12 Hour Rest Between Shifts: Schedules shall provide employees with twelve (12) hours rest between shifts, except in cases of unforeseen emergency, or mutual agreement. .

4.8 4 Hour Minimum for Call-In: Employees who are called in for work outside their scheduled shifts shall receive a minimum of four (4) hours' pay or actual hours worked, whichever is greater. In the event the employee is not needed for four (4) full hours, the employee will be given the option of leaving early and receiving pay for the employee's actual hours worked.

4.9 Overtime Pay:

A) Overtime shall be one and one-half (1 ½) times the regular rate of pay. All employees shall be paid overtime for all hours worked over 8 hours in one day or eighty (80) hours in a pay period. Overtime payments shall not be pyramided. A work week period shall begin with the start of a shift on a specified day and time and end with the close of the shift commencing at a specified day and time seven (7) days later. Overtime assignments or shifts extending that result in overtime must be pre-approved by management. Daily duties associated with the assigned shift are expected to be completed within the shift. Exceptions must be pre-approved by management.

B) 12-hour Block Schedules: An employee may elect a position and block with regularly scheduled 12-hour shifts. The employee will be placed into that position and block with a pay classification in which overtime is calculated after 12 hours in a day and/or 40 hours in a week. The positions will be posted and awarded to the most senior nurses as per article 4.2. No nurse can be required to take a block with 12-hour shifts.

4.10 2-Hour Notice to Employer: All employees on all shifts shall be required whenever reasonably possible to give Employer a minimum of two (2) hours' notice if they are unable to report for work.

ARTICLE 5 WAGES

5.1 Wage Schedules: The minimum schedule of wages and related wage provisions of this Agreement appear in Appendix A.

5.2 Mandatory In-Service – Time Worked: Time paid for attending mandatory in-services outside the regular work schedule will be considered time worked for the purposes of overtime. Employees will be paid for attendance at all meetings and in-services, whether they are mandatory or not.

5.3 Experience Credit: **Employees will receive full credit for prior years of experience that is directly related to the role. Other relevant clinical experience may be credited at a partial amount, determined by the employer, and applied consistently among that job classification. A new employee may not be given more than 100% credit per year of experience when determining step placement. No new hire will be placed at a higher step than any current employee with equal or greater experience.**

Good Samaritan employees who previously worked at this facility and are rehired to their previous classification will return at no less than the experience level they left at and will be credited for any additional experience upon rehire.

In the event an employee classified as an LPN becomes a licensed RN, he or she will receive credit for prior years of experience as an LPN at the rate of one (1) years' credit for each two (2) years of prior experience, up to a maximum of three (3) years' credit for purposes of placement on the appropriate hiring wage grid for RNs".

5.4 Hours Paid Equals Hours Worked for Benefits: All hours paid shall be considered an hour worked for purposes of computing any employee benefits under this Agreement, unless otherwise prohibited by the PPACA. Other than benefits governed by the PPACA, all hours paid will be credited toward benefits in any year.

5.5 Terminated Employees: An employee who quits or has been terminated prior to the effective date of the negotiated adjustment-to-gross shall not be entitled to an adjustment-to-gross for that calendar quarter.

5.6 New Classifications – Rate of Pay: If any new classifications are instituted, the rate of pay shall be negotiated at that time. **If the union does not agree, it shall be resolved through the grievance process.**

5.7 Post-Acute Differential: Employees working in the post-acute unit (i.e., "Healing Grace") shall receive a differential of fifty cents (\$.50) per hour for all hours actually worked in the post-acute unit.

5.8 New Incentives: The parties recognize that the Employer may need to implement new monetary incentives and/or increase existing incentives on a temporary or emergency basis in order to ensure appropriate staffing levels, to improve operational efficiencies and/or to capitalize on state or federal reimbursement programs.

If a nurse is at a written disciplinary step or greater as per Sanford's attendance policy, incentive pay may only be paid if all scheduled shifts/hours are worked in the pay period. Absences which would not incur an occurrence per policy will be considered excused for the purposes of this section.

The Union may request the opportunity to meet and confer regarding the ongoing terms and conditions of the incentives at any time.

5.9 Mileage Allowance: The Employer will use the current IRS allowance for mileage reimbursement when an employee is required to travel.

5.10 BSN Certification: Nurses who obtain a Bachelor of Science degree in Nursing (BSN) who are willing and able, may be assigned additional lead, reporting or mentoring responsibilities and be paid a premium of \$1 per hour.

5.11 Evening and Overnight Shift Differential: Nurses working evenings or nights shall be paid a Shift Differential of \$1.25 per hour for all hours worked between 6 p.m. and 6 a.m.

5.12 Certified Training Incentive: Any nurse who has successfully completed the Sanford preceptor training program will receive a differential for precepting hours per company policy.

5.13 Corporate Performance Bonus: If the company provides a discretionary employee year-end bonus program for non-contract employees, the bargaining unit employees will also be eligible to receive the bonus. This discretionary bonus is paid to all employees who have been employed for the entire fiscal year.

ARTICLE 6 HOLIDAYS

6.1 Holiday: The following days shall be considered recognized holidays: New Year's Day, Memorial Day, July Fourth, Labor Day, Thanksgiving Day, and Christmas Day. (Easter is only recognized for the purposes of the historical holiday scheduling rotation)

6.2 Holiday Pay: All holidays begin at 12:00 a.m. on the holiday itself and end at 11:59 p.m.

Employees working on any of the recognized holidays shall receive 1 ½ times their regular rate of pay for such time worked. Employees who work their scheduled hours in a pay period containing a recognized holiday may also choose to be paid out an additional 8 hours of PTO in that pay period. (Said PTO will be paid at their straight time rate.)

6.3 Scheduling of Christmas and New Year's Holidays: The Employer shall schedule the holidays of Christmas and New Year's so as to not require an employee to work both of the holidays. The actual holiday will be as defined in Section 6.2 of this Agreement.

Employees who are regularly scheduled on the PM shift shall be obligated to work no more than two (2) of the four (4) available shifts on the Christmas and New Year's holiday.

6.4 If the holiday causes an employee to be scheduled to work more than seven (7) days in a row, the employee may request an alternative day off within that stretch of consecutive scheduled workdays.

ARTICLE 7 SENIORITY

7.1 Seniority Defined: Bargaining Unit Seniority shall be defined as the employee's length of continuous service with the employer in the bargaining unit, commencing with the date on which the employee began to work after last being hired. Such seniority shall be used to determine eligibility for all benefits which are available to the entire bargaining unit (i.e., health insurance, PTO, etc.) and other purposes as may be defined elsewhere in the agreement.

7.2 Seniority Classifications: The parties agree that regular full- and part-time (and casual with seniority) RN and LPN Floor Nurses generally shall be treated as a single job classification for purposes of job bidding, layoffs and reductions in hours, except where the job duties of a given Floor Nurse would require an RN license.

7.3 Seniority List Postings: The employer shall post a seniority list January 15 and July 15 each year in accordance with the above, near the time clock.

7.4 Probation: Employees shall be probationary employees for the first sixty (60) days of employment and during such period may be discharged by the Employer with or without cause without the same causing a breach of this Agreement or constitute a grievance hereunder.

7.5 Resolution of Seniority Issues: Any controversy over seniority standing or relative to any question of seniority shall be subject to adjustment, settlement or arbitration in the same manner as other controversies arising under this Agreement.

7.6 Layoffs and Reduction in Hours:

Seniority shall prevail in regard to laying off and rehiring with the least senior Nurse being the first laid off and the last recalled. **More senior employees may volunteer to be laid off before a less senior employee. Volunteers maintain their seniority for recall rights.** Any Employee refusing a recall shall forfeit all recall rights. When the Employer reduces hours on a day to day or per shift basis, employees may volunteer to reduce their hours, starting with the most senior employee first. In such circumstances, those employees who have signed on a list posted by the Employer will be allowed to reduce hours in order of seniority per unit on said list. If no employee volunteers to reduce their hours, then the hours of the least senior employee will be reduced **on a rotating basis.**

7.7 Recall rights: **Employees shall have recall rights for a period of one (1) year unless classification seniority is terminated.**

The Employer shall maintain a recall list of laid off, reclassified and involuntarily reduced employees eligible for recall and the job classification from which each such employee was laid off, reclassified and involuntarily reduced. Employees recalled from the recall list must be available to report for scheduled shifts no later than five

(5) workdays following the Employer's notice of recall. Acceptance of a temporary or casual position will not cause removal of an employee from the recall list.

If the Employer determines that a vacancy exists in a Job classification from which an employee on the recall list was laid off, the Employer shall fill such vacancy by recalling in order of total seniority from among employees on the recall list laid off from that job classification. The Employer shall not be required to post a vacancy in a job classification for which employees laid off from such job classification have recall rights unless all such laid off employees refuse recall to such vacancy.

ARTICLE 8 TERMINATION OF EMPLOYMENT

8.1 Upon completion of the probationary period, employees shall be disciplined, suspended or discharged only for just cause. When an employee is to be disciplined, suspended or discharged the employee shall be talked to in private, with the union representative of their choice if available; if that person is not available, then another union representative may attend.

8.2 It is mutually understood and agreed that the concept of progressive discipline shall be recognized in Implementing and administering disciplinary procedures. It is further understood that potentially serious violations of policy or work rules may dictate discipline outside the normal progression.

Disciplines shall not be used for progressive discipline purposes after approximately twelve (12) months following the date of the infraction that was the subject of the discipline.

The normal progression shall be as follows:

- 1. Verbal Warning**
- 2. Written Warning**
- 3. Final Warning or Unpaid Disciplinary Suspension(s)**
- 4. Discharge**

Warnings shall be documented in the employee's personnel file with a notice sent to the Employee. In case of discharge, the employee affected may request and shall receive from the Employer in writing the reason for said dismissal.

By signing the discipline, the Employee is only acknowledging that they received a copy of this notice.

8.3 Notice of Termination: Employees covered by this Agreement electing to resign or quit their employment shall give the Employer thirty (30) days written notice and shall continue in the Employer's service during this thirty (30) day period, with the exception that the employee may leave sooner when competent replacement can be made by the Employer. The Employer is to furnish printed forms of such resignation. The Employer shall give regular employees thirty (30) days' written notice of termination or thirty (30) days' pay in lieu thereof, except in the case of a discharge for just cause.

ARTICLE 9 GRIEVANCE AND ARBITRATION

Any dispute relating to the interpretation of or adherence to the terms and provision of this Agreement shall be handled in accordance with the following procedures:

Step 1. Within fifteen (15) calendar days of the incident giving rise to the grievance, the aggrieved employee and/or Union shall attempt to adjust the grievance with the supervisor.

Step 2. If the grievance is not resolved in Step 1, it shall be reduced to writing, shall specify in detail the alleged violation of the Agreement, and shall be received by the Employer no later than fifteen (15) calendar days following the Step 1 meeting. Grievances relating to wages shall be timely if received by the Employer **according to FLSA.**

Within seven (7) calendar days following receipt of the grievance by the employer, representatives of the Employer and the Union shall **schedule a meeting** and attempt to resolve the grievance. **The Employer shall respond to the grievance, in writing, within fifteen (15) calendar days of such meeting.** The time for said meeting may be extended by mutual agreement.

Step 3. If the parties are unable to resolve the grievance in Step 2 they may, by mutual agreement, take this matter to Mediation. **The fees and expenses of the neutral arbitrator shall be divided equally between the Employer and the Union.**

Step 4. If the grievance is not resolved in Step 2 or Step 3, either party may refer the matter to arbitration. Any demand for arbitration shall be in writing and must be received by the other party within ten (10) calendar days following **the receipt of the Step 2 response** or Step 3 meeting. The Employer and the Union shall attempt to agree on a neutral arbitrator who shall hear and determine the dispute. If no agreement is reached, the arbitrator shall be selected from a list of seven (7) neutral arbitrators to be submitted to the parties by the Federal Mediation and Conciliation Service. The Employer and Union shall each alternately strike one (1) name, and the order of striking shall be determined by chance. The remaining arbitrator, after each party has made three (3) strikes, shall hear and determine the dispute.

The authority of the arbitrator shall be limited to making an award relating to the interpretation of or adherence to the written provisions of this Agreement, and the arbitrator shall have no authority to add to, subtract from, or modify in any manner the terms and provisions of this Agreement. The award of the arbitrator shall be confined to the issues raised in the written grievance and the arbitrator shall have no power to decide any other issue.

The award of the arbitrator shall be made within thirty (30) calendar days following the close of the hearing. The award of the arbitrator shall be final and binding upon the Employer, Union and employees involved. The fees and expenses of the neutral arbitrator shall be divided equally between the Employer and the Union.

The time limitations set forth herein relating to the time for filing a grievance and the demand for arbitration shall be mandatory. Failure to follow said time limitations shall result in the grievance being permanently barred, waived or forfeited, and shall not be submitted to arbitration. The time limitations provided herein may be extended by mutual agreement of the parties.

At any step in this grievance procedure the Executive Committee of the Local Union shall have the final authority in respect to any aggrieved Employee covered by this Agreement, to decline to process a grievance, complaint, difficulty, or dispute further if in the judgment of the Executive Committee such grievance or dispute lacks merit or has been adjusted or justified under the terms of this Agreement, to the satisfaction of the Union Executive Committee.

ARTICLE 10
PAID TIME OFF ("PTO")

Employees are eligible for Paid Time Off on the same basis as non-contract employees. Paid Time Off ("PTO") is available to cover an employee's needs for time away from work including: vacation, illness, holiday or other leaves.

Eligible employees, excluding PRN, who are scheduled to work at least 40 hours per pay period, will accrue PTO on the basis of paid hours, which is defined for purposes of this policy to include PTO hours taken, based on the multiplier used times the hours paid each pay period. Earned PTO hours are calculated by multiplying an employee's paid straight-time hours for each pay period by the appropriate multiplier. The following chart gives examples of PTO hours earned during the twelve-month period from one anniversary to the next anniversary by active full-time hourly employees. PTO hours for active part-time employees are prorated according to the hours paid.

Banked PTO hours over and above 324 will be paid out on a quarterly basis.

YEARS OF SERVICE	HOURS/DAYS	ACCRUAL/HOURS PAID
0	184/23	.08846
3	208/26	.1000
7	224/28	.10769
10	240/30	.11538
15	248/31	.11923
20	256/32	.12308
25	264/33	.12692
30	272/34	.13077
35	280/35	.13462

ARTICLE 11
REST PERIODS AND LUNCH PERIODS

11.1 Employees are eligible for a 15 minute rest period during each consecutive four (4) hours of work. Employees who are scheduled for six (6) or more working hours will be allowed a 30 minute unpaid meal period. Employees must punch out for this entire time. Any employee interrupted by management to report back to work duties during their meal period should enter the corresponding code on their timecard in order to be paid for the entire 30 minute meal break period, in accordance with applicable state laws.

Employees who enter into a work agreement for an 8-hour night shift (without a designated meal period) shall receive eight (8) hours straight-time pay, except where provided under

overtime applications and hereby waive a designated meal break and associated remedies for a meal break.

ARTICLE 12 LEAVES OF ABSENCE

12.1 Jury Duty: When an employee receives notice of jury duty, he or she shall notify his or her supervisor immediately. Such employee shall be paid on the same terms and conditions as non-contract employees. All hours paid by the employer for jury duty will be counted as hours worked for the purposes of this Agreement.

Active full-time employees will be paid for their regularly scheduled hours at their base rate of pay. Such employees may keep the amount of pay they receive from the court for jury duty.

Active part-time employees will be paid based on their average number of hours worked over the last 4 bi-weekly pay periods at their base rate of pay. This will include any combination of worked hours and hours required for jury duty.

For example: if a part-time employee works an average of 24 hours per week and is able to work 2 days and is gone for jury duty for 1 or more days, s/he will be paid for 24 hours total (including 1 day of jury duty). If the employee is absent the entire week due to jury duty, s/he would still be paid for 24 hours. Such employees may keep the amount of pay they receive from the court for jury duty on the days and hours they were scheduled to work.

12.2 Injury, Illness or Maternity Leave: A leave of absence of up to 90 days (12 weeks if qualified for FMLA) shall be granted to non-probationary employees unable to work because of illness, injury or maternity. The Employer agrees to abide by the obligations of the Family and Medical Leave Act and **all applicable state leave laws.**

12.3 Personal Leave of Absence: An employee may be granted a leave of absence, not to exceed ninety (90) days, upon written permission from the Employer. In the event all PTO is used due to a leave granted under Section 12.2, any previously approved time off requests will be granted under this Section.

12.4 Reinstatement Upon Return from Leave: An employee who returns from an injury, illness, or maternity within twelve (12) weeks of the commencement of the leave (ninety (90) days in the case of general leaves) shall be reinstated to the same position, hours and rate of pay held before the leave began.

An employee who has been granted an additional injury, illness, or maternity leave and who returns within the time period designated by the leave, may be restored to any open and available position the employee is eligible and qualified to perform.

The reinstatement shall begin with the payroll period being scheduled following written notification by the employee to the Employer of the intention and ability to return to work.

12.5 No Change in Anniversary or Hire Date Due to Leave: No employee shall have an anniversary date or date of hire changed because of a leave of absence.

12.6 Leaves of Absence of Up to 13 Weeks: The Employer's insurance plan offerings (i.e., health, dental, vision and life) and flexible spending account benefits will not be adversely affected by absences of up to thirteen (13) weeks in duration if the employee's absence is due to FMLA leave, **Personal** Leave, Military Leave, Jury Duty Leave, Short-Term Disability Leave or Workers' Compensation Leave. In addition, an employee who incurs a break in service (i.e., employment separation) that is less than thirteen (13) weeks in duration (i.e., s/he is rehired) will be treated as a continuing employee for purposes of eligibility for the foregoing benefits.

12.7 Compassionate Leave [Bereavement Leave]: **Employees are eligible for the Company's Compassionate Leave Policy on the same terms and conditions as a non-contract employees,** as outlined in the Sanford/GSS Compassionate Leave Policy located on the company's intranet site.

12.8 Special Project Union Representative (SPUR): A leave of absence will be provided for a period of time, not to exceed one (1) year, for an employee requested by the Union to assist the UFCW International or Local 1189 for temporary work as a Union Representative in the SPUR program. Only one employee will be permitted to utilize this leave of absence at a time. The Union will provide a 30-day minimum notice to the Employer.

It is understood that the Union would pay the employee's wages as well as make any contributions necessary to continue the Employee's participation in H&W and Pension Programs as provided by the agreement during the leave of absence. The Employer would provide the leave without loss of seniority. The Employer agrees to hold the employee's block schedule for 30 calendar days. If the leave is greater than 30 calendar days, and their previous block has been filled, then the employee will have to rebid into an available block upon their return.

ARTICLE 13 SUCCESSORSHIP

In the event of any sale, purchase, merger or other transaction affecting the ownership of Employer's nursing home business or ownership of the assets of Employer's nursing home business, Employer shall make known to the Union prior to said transaction the nature of the transaction and further, shall make known to all parties to the transaction the terms and conditions of this agreement. The Employer will notify the Union as soon as possible of the name and address of the new owners, assignee, lessee, or transferee.

ARTICLE 14 MINIMUM STANDARDS

No employee shall suffer, as a result of the execution of this Agreement, any reduction in wages or lose any benefits, not part of this Agreement, which were previously granted by Employer outside of the provisions of the most recent previous collective bargaining agreement entered into by the parties hereto covering any such employees.

The Employer may unilaterally discontinue any practice that is inconsistent with the express terms of this Agreement.

ARTICLE 15 SEVERABILITY CLAUSE

If any part of this Agreement is held to be in violation of any federal or state law, the provisions held to be invalid shall be of no force and effect, but all of the other provisions of this Agreement shall continue to be binding on the parties hereto.

In the event any provision is held or determined to be invalid, the Employer and the Union shall meet within thirty (30) days following such holding or determination, for the purpose of negotiating a substitute clause to replace the provisions found to be invalid.

ARTICLE 16 MANAGEMENT RIGHTS

Except as specifically limited by the express written provisions of this Agreement, the management of Employer and the direction of the work force shall be deemed the sole and exclusive function of Employer. Such management and direction shall include, but is not limited to, the rights of:

1. hire, layoff, demote, promote, transfer, discharge or discipline for just cause;
2. maintain discipline;
3. assign and delegate work;
4. determine quality and quantity of work performed;
5. maintain and improve efficiency;
6. require observance of nursing home rules and regulations;
7. direct the working forces;
8. determine the number of hours to be worked;
9. determine the materials, means and type of services provided;
10. determine the methods, supplies and equipment to be utilized;
11. determine methods of compliance with federal and state regulations affecting nursing homes;
12. discontinue jobs because of valid management and economic reasons;
13. decide employee qualifications consistent with federal and state standards; and
14. manage and administer Employer's operation.

ARTICLE 17 NO STRIKE OR LOCKOUT

The Union agrees to accept and abide by all of the provisions and conditions of this Agreement and during its term will not call, counsel or advise its members to engage in any walkout, sit down, slowdown or other interference with or interruption of work, and that it will not call, support, or otherwise encourage any walkout, strike or sympathy strike. The Company agrees that during the term of this Agreement there shall be no lockout.

ARTICLE 18 HEALTH AND HOSPITALIZATION PLAN

18.1 Hospitalization and Health Plan To Be Made Available: The Employer shall make available to employees a hospitalization and medical plan. If any employee chooses not to enroll in such plan when coverage is first available, periodic opportunities to enroll shall be made available to such employee, at least annually, consistent with the requirements of such plan. The specifics of such plan shall be determined at the discretion of the Employer, in consultation with the Union, but shall provide for group hospitalization and a surgical schedule.

Eligibility: For the purpose of defining eligibility to participate in the Employer's Insurance plan offerings, "full-time" status shall be defined as scheduled to work an FTE of 0.75 (30 hours per week), and "part-time" status shall be defined as scheduled to work an FTE of 0.5 (20 hours per week).

18.2 **Employee Contributions:** The Employer will allow the employee to "buy up" or purchase additional insurance, if available, at their own expense.

18.3 **Option For Pre-Tax Deduction Of Employee Contributions From Pay:** The Employer agrees that the amount of employee contribution shall be deducted from the gross pay of the employee prior to the application of the appropriate state and federal tax tables and provided the employee has selected this option, as required by law.

18.4 **Dental Plan To Be Made Available:** The Employer agrees that a dental plan will be offered to eligible employees. The employee will pay the full cost of coverage and the premium shall be deducted from the employee's check prior to the application of the appropriate state and federal tax tables provided the employee has selected this option, as required by law.

18.5 **Life Insurance:** The Employer will provide life insurance equal to one times the annual salary, up to \$50,000 maximum, to all full-time and part-time employees on the first of the month following 60 days of employment.

18.6 **Accidental Death and Dismemberment:** The Employer will provide all full-time and part-time employees with Accidental Death and Dismemberment coverage, up to \$50,000 maximum, on the first of the month following 60 days of employment.

18.7 **Flexible Spending Account:** The Employer agrees that a flexible spending account shall be made available to eligible members of the bargaining unit. The Employer maintains the right to amend or discontinue this program at its discretion.

18.8 **Short-Term Disability:** The Employer agrees to provide an Employer-paid short-term disability plan for eligible full-time employees.

ARTICLE 19 RETIREMENT PLAN

Eligible employees shall be covered under the existing Evangelical Lutheran Good Samaritan Society retirement plan covering non-executive employees, as it may be amended in the sole discretion of the Plan's trustees. The Union shall be provided a copy of the Summary Plan Description provided to employees and the names of all eligible bargaining unit employees. Disputes regarding the interpretation and/or application of the Employer's retirement plan benefit

shall not be subject to the contractual grievance and arbitration provisions of this Agreement, but shall be subject to the appeal processes of the Plan.

ARTICLE 20 MISCELLANEOUS

20.1 Labor Management Committee: The parties agree to establish a joint labor management committee. The committee will consist of both labor and management. In the event the parties decide to be trained, it will be provided by Federal Mediation and Conciliation Services.

20.2 Time Off For Union Business:

Employer shall grant up to ten (10) working days per calendar year without pay and without discrimination to any employee designated by the Union to attend a labor convention or to serve in any capacity on other official Union business so long as it does not interfere with the Employer's business. Requests for union leave in excess of ten (10) working days per calendar year may be submitted to the Employer pursuant to Section 12.3 of this Agreement.

Employees who serve on the Union contract negotiation committee and are benefit eligible, will have all lost time hours paid by the Union credited for purposes of benefits.

20.3 Amendment To Agreement: This Agreement may be amended by mutual agreement of both parties, and if amended, the amendment shall be attached to the Agreement by addendum and signed by both parties.

ARTICLE 21 NON-DISCRIMINATION

The Employer and the Union agree that there shall be no discrimination against any employee because of his/her race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, familial status, political affiliation, veteran status, membership or activity in a local commission, disability, sexual orientation, gender identity and expression, age, or Union membership or non-membership.

ARTICLE 22
TERMINATION

This Agreement shall be effective from the date hereof, except as otherwise specifically provided, and shall continue in full force and effect through the 1st day of December, 2028 except as otherwise specifically provided, and shall continue from year to year thereafter unless either party serves notice in writing upon the other party ninety (90) days prior to the expiration date of its desire to terminate, modify or amend the provisions of this Agreement.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed the day and year first above written.

GOOD SAMARITAN SOCIETY --
COMFORCARE

By Mollie J. Forstner

Title Labor Relations Specialist

UNITED FOOD & COMMERCIAL
WORKERS UNION LOCAL 1189,

By [Signature]

Title Union Representative

APPENDIX "A" – WAGE RATES

A.1 The employer agrees to wage increases in each year of the labor contract as follows:

- Effective the 1st full pay period in Dec **2025** each employee will advance one year on the new wage grid.
- Effective the 1st full pay period in Dec **2026** each employee will advance one year on the new wage grid.
- Effective the 1st full pay period in Dec **2027** each employee will advance one year on the new wage grid.

A.2 In the event of State or Federal regulatory changes which impact the reimbursements for services provided by The Good Samaritan Society, the parties agree to reopen the economic provisions of the labor contract for negotiations.

A.3 Wage grid:

LPN	Dec 2025	Dec 2026	Dec 2027
start	27.00	27.81	28.64
Year 1	27.88	28.72	29.58
Year 2	28.30	29.15	30.02
Year 3	28.73	29.59	30.48
Year 4	29.15	30.03	30.93
Year 5	29.60	30.49	31.40
Year 6	30.04	30.94	31.86
Year 7	30.50	31.42	32.36
Year 8	30.95	31.88	32.84
Year 9	31.41	32.35	33.32
Year 10	31.89	32.85	33.84
Year 11	32.37	33.34	34.34
Year 12	32.85	33.84	34.86
Year 13	33.35	34.35	35.38
Year 14	33.85	34.87	35.92
Year 15	34.35	35.38	36.44

RN	Dec 2025	Dec 2026	Dec 2027
start	36.00	37.08	38.19
Year 1	37.19	38.31	39.46
Year 2	37.74	38.87	40.04
Year 3	38.31	39.46	40.64
Year 4	38.89	40.06	41.26
Year 5	39.47	40.65	41.87
Year 6	40.06	41.26	42.50
Year 7	40.67	41.89	43.15
Year 8	41.28	42.52	43.80
Year 9	41.89	43.15	44.44
Year 10	42.52	43.80	45.11
Year 11	43.16	44.45	45.78
Year 12	43.80	45.11	46.46
Year 13	44.46	45.79	47.16
Year 14	45.12	46.47	47.86
Year 15	45.81	47.18	48.60

Flex Nurses will receive the greater of the following: the 10-year step plus a premium of either \$2.00 for RN or \$1.50 for LPN, or the applicable rate on the wage grid plus the premium if they have more than 10 years of licensure.

It is agreed by the parties that throughout the life of this agreement, the incumbent LPN Flex nurse will continue to receive a premium of \$1.16 over the 15-year LPN rate.

APPENDIX "B" – FLEX NURSES

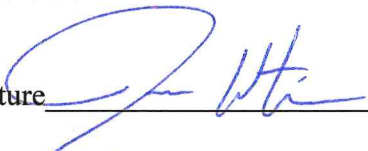
Letter of Agreement

The Union and Employer agreed to the following position:

Flex Nurse

- RN and LPN Flex nurses will be paid based on wage rates outlined in Appendix A.
- This position is not eligible for additional pick up incentives.
- Flex nurses will be scheduled based on facility need. These are not block schedules and shifts will vary from week to week. Nurses must be willing to work throughout the building, and work various shifts.
- Part-Time Flex Nurses must work a minimum of 4 shifts a pay period, with 1 shift being on weekends. Full-time Flex Nurses must work a minimum of 8 shifts a pay period, with 2 shifts being on weekends. Shifts will be assigned by the scheduler or DON.
- Flex Nurses will be scheduled after all hours are awarded to block nurses after the 5-day posting period and all regular FT and regular PT nurses have been scheduled their posted block schedules.
- The Flex Nurse is a permanent position as part of the union and will have seniority for picking up additional hours based on date of hire.
- Additional shifts may be picked up, according to the contract (as a bargaining unit member) for overtime purposes, subject to available hours.
- Flex nurses may sign for an official block, and if awarded, will transition to applicable "pay" scale per the Union Contract.
- Flex nurses will earn benefits in accordance with Union Contract as a part-time or full-time nurse.

For the Union

Signature 
Date 8/24/26

For the Employer

Signature Mollie J. Forstner
Date 8-21-26

APPENDIX “C” – COMPASSIONATE LEAVE POLICY

Sanford Policy ENTERPRISE Human Resources:	Compassionate Leave- Enterprise
	APPROVED BY: CHIEF HUMAN RESOURCES OFFICER
DATE REVIEWED/REVISED: 11/28/2016	FORMULATED BY: DIRECTOR, BENEFITS

Scope: All Sanford Employees

PURPOSE:

To provide eligible employees with paid time off from work to bereave the death of relatives.

POLICY:

All full time, part time, weekend and flexible status employees, regardless of length of service with Sanford Health, are eligible to receive up to 5 days (40 hours) to bereave the death of the following relatives:

- husband, wife, common law spouse
- son, daughter, step son, step daughter, adopted children and guardian children

And up to 3 days (24 hours) to bereave the death of the following relatives:

- father, step father, father-in-law
- mother, step mother, mother-in-law
- parental guardian
- brother, step brother, brother-in-law
- sister, step sister, sister-in-law
- son-in-law, daughter-in-law
- employee's grandparent, great grandparent, step grandparent and grandchildren.

Employees may be required to present an obituary funeral memorial of the deceased to the Department / Clinic Director / Manager.

PRN employees are not eligible for compassionate leave pay.

The Department / Clinic Director / Manager will approve the amount of compassionate leave time / pay. Additional time off may be requested, once approved by the Department / Clinic Director / Manager; however accumulated PTO must be used.

The employee's regular hourly rate of pay will be used to calculate the amount of compassionate leave pay.

Compassionate leave pay is for scheduled days of work, and does not have to be consecutive scheduled

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Sanford Policy ENTERPRISE Human Resources:	Compassionate Leave- Enterprise
DATE REVIEWED/REVISED: 11/28/2016	APPROVED BY: CHIEF HUMAN RESOURCES OFFICER FORMULATED BY: DIRECTOR, BENEFITS

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days. Pay will not be received for normal days off.

Compassionate leave is not intended to be used for estate planning purposes.

When it becomes necessary to attend a funeral while on approved PTO, compassionate leave pay may be used, and PTO hours will be credited to the employee's balance. If an employee is on a leave of absence due to disability, compassionate leave pay may be used first and then disability payments resume. Compassionate leave will not extend the length of an employee's leave of absence.

When an employee is on a leave, but receiving PTO donations, compassionate leave pay may be substituted for the PTO donations.

PROCEDURE:

All compassionate leave pay requests (or requests for additional time off) must be approved by the Department / Clinic Director / Manager.

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