



Part of Fairview
Health Services



LETTER OF UNDERSTANDING 2027 Medical Insurance Premiums

Grand Itasca Clinic & Hospital ("Employer") and UFCW, Local 1189 ("Union") agree that the Employer may contribute a health insurance premium percentage, which is higher than outlined in the current 2024 – 2027 collective bargaining agreement, for benefit plan year 2027, without guarantee or precedent.

Jan 1, 2027 – Dec 31, 2027	CBA Employer Monthly Percentage	Employer Monthly Percentage
Low Deductible		
Employee Only	75%	85%
Employee + Sp	67%	77%
Employee + Ch(rn)	67%	77%
Employee + Fam	67%	77%
High Deductible - 80%		
Employee Only	75%	85%
Employee + Sp	67%	77%
Employee + Ch(rn)	67%	77%
Employee + Fam	67%	77%

This agreement shall expire on December 31, 2027.

For the Employer


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Katherine Burns-Christenson
Senior Human Resources Director

Dated: September 29, 2026 | 12:11 PM CDT

For the Union


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Tuan Vu
UFCW Labor Representative

Dated: September 29, 2026 | 10:28 AM CDT