

**LETTER OF UNDERSTANDING (LOU)**

**Between  
Comforcare, Austin, MN  
And  
UFCW 1189**

1. Whereas, Comforcare in Austin, MN, (hereinafter "Employer") and UFCW 1189 (hereinafter "Union") are parties to a collective bargaining agreement, effective December 19, 2019 through December 2, 2022
2. Whereas, both the Employer and the Union share a mutual commitment to taking all steps necessary to ensure a safe work environment for employees, as well as a safe environment for everyone who seeks care at Employer's facilities;
3. Whereas, the United States is currently experiencing another surge in the COVID-19 pandemic, including increased hospital volumes across Employer's footprint and high numbers of COVID-19 positive patients/residents; and
4. Whereas, both the Employer and the Union agree that overwhelming scientific data confirms that the COVID-19 Vaccine is the best and most reliable way to prevent transmission of the COVID-19 virus, and therefore protect the Union membership and others

NOW, THEREFORE, the Employer and the Union agree:

- a. The Union agrees to adopt and comply with Sanford's vaccination and testing policies, including the COVID-19 Immunization, Employee – Enterprise Policy ("Policy"), last updated December 21, 2021, the specifics of which are attached as Exhibit A.
- b. Absent an approved religious or medical exemption, this Policy shall require all members to receive an approved COVID-1 vaccine.

**FOR THE EMPLOYER:**

Jenny Andersen 1/3/22

**FOR THE UNION:**

Dave Tasted - Davey 1/4/2022