

Memorandum of Agreement Between
Lamb Weston/RDO Frozen &
United Food and Commercial Workers (UFCW), Local 1189

SUBJECT: Part-Time Employment

INTENT: The intent is to supplement our workforce, by recruiting another market segment, in a difficult labor market. It is not the intent to replace full-time employment with part-time employment.

Lamb Weston/RDO Frozen (The Company) and UFCW (The Union) have agreed to allow part-time employment, with the following conditions:

1. Part-time employment is defined as less than 30 hours per week and less than 130 hours per month (both periods must be met; consistent with the Affordable Care Act and IRS definitions).
2. In order to maintain the part-time hours limitation above, part-time employees will not be eligible for overtime (voluntary or involuntary). They will work their predetermined schedule.
3. Part-time bargaining unit employment will be limited to Trim & Inspect and Sanitation (entry level positions).
4. Part-time employees will not be eligible for benefits.
5. Retirees that are hired as part-time will become dues paying members of the union, on the first day of employment; understanding they have already completed the requirements to become a member of the union. **(NOTE: Per Wilson & McShane, retirees that work 40 hours or more per month will have their pension benefits interrupted) Once the retiree is Seventy - one this rule does not apply.**
6. New Hires (Non-Retirees) will become union members after 320-hour probationary period.
7. Regular full-time bargaining unit employees will be given preference over part-time bargaining unit employees in the job bidding process, in union jobs; however part-time union employees will be allowed to bid into full-time bargaining unit positions and will carry a seniority date for preference over other part-time bargaining unit employees and nonunion employees, for union jobs.
8. Full-time bargaining unit employees are not eligible to bid to part-time union jobs.
9. It is understood that this agreement is a new concept to both the Company and the Union. There may be situations that arise that were not anticipated by either party. Any disputes that arise will be discussed between the party's representatives, and if not resolved will be presented to the Labor Management Committee (LMC).
10. This Agreement may be terminated by either party, with a 90-day written notice; in order to give any part-time employees due notice.

Lamb-Weston/RDO Frozen Co.
Park Rapids, Minnesota

United Food and Commercial
Workers Union, Local #1189

By: Thomas G. [Signature]

By: [Signature]

Date: 2-7-23

Date: 3/21/23