


Memorandum of Agreement

Between:
Lamb Weston/RDO Frozen (The Company)
&
UFCW 1189 (The Union)

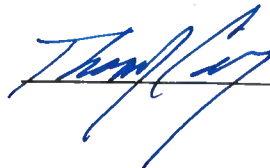
Per our Labor Management Committee meeting May 3, 2023; The company and the Union agreed to extend the timeline for the members of the Refrigeration Department to meet certification requirements.

1. On September 8, 2021, the Company and the Union signed an MOA for a Mid-Term Wage Adjustment. This MOA gave Boiler Maintenance, Refrigeration Maintenance and Electrical Maintenance a \$5.00 increase (\$2.10 above the \$2.90 given to most other positions) due to their requirement for certifications.
2. On December 2, 2021, the Union aligned with the new job description for Refrigeration Mechanics which included the following requirement:
 1. All members of the Refrigeration department shall be certified in the operation of Refrigeration machinery for operators with more than two years of experience this will be RETA CIRO, Certified Industrial Refrigeration Operator, 24-hour hazardous response, confined space entry, and confined space rescue, unless medically unable. **NOTE: (Operators that were in the Refrigeration Department prior to January 1, 2022, will have until January 2023 to complete their RETA CIRO.)**
3. During our May 3, 2023, Labor Management Committee Meeting, it was determined **that it is not our intent to disqualify current members of Refrigeration from the department, but to disqualify them from the additional wages for the certifications.**
4. Therefore, any current Refrigeration Mechanics who do not register for their certification exam by September 1, 2023, or do not pass their certification exam at the earliest opportunity after September 1, 2023, will stay in the Refrigeration Department, but revert to the same pay rates as Packaging and Process Maintenance rates at the coinciding level (at the time of this agreement rates are II-\$24.52 or III-\$27.08).
5. New Hires into the Refrigeration Department will be paid at the Packaging and Process Maintenance rates and will be required to meet the qualifications per the current job description:
 2. For new in-house hires and those with under two years of experience this will be RETA CARO, Certified Assistant Refrigeration Operator. New hires will have six months to schedule exams and upon two years of experience level the operator will have six months to schedule test for CIRO. New hires will receive training in hazardous response and confined space.

On Behalf of the Union:


6/1/2023

On Behalf of Lamb Weston/RDO Frozen:

 4-1-23