

**Whole Foods Community Co-Op, Inc. ("Employer")  
and  
United Food & Commercial Workers Union, Local 1189 ("Union")**

**Memorandum of Understanding**

Employer and Union are parties to a written collective bargaining agreement covering the time period of April 21, 2023 up to and including April 20, 2026, ("CBA").

In light of statutory changes effective January 1, 2024, the parties agree to amend certain sections of Articles 13 and 14 of the CBA as follows:

**13.6 ESST:**

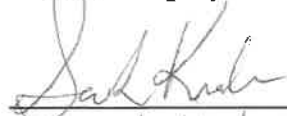
The Employer will comply with ~~the Minnesota's Earned Sick and Safe Time ("ESST") statute and Duluth's City's Earned Sick and Safe Time ("ESST")~~ Ordinance, as amended, and will apply its ESST policy to all employees covered under this Agreement. ESST is not in addition to PTO or Unpaid Hours.

**14.1 Holidays**

B. In order to qualify for Holiday Pay, an employee must have worked in the pay period in which the recognized holiday occurs, and must work their scheduled work day before and after the recognized holiday unless excused by the Employer or ~~absent due to illness (verified with a doctor's note); the absence is covered under applicable ESST.~~

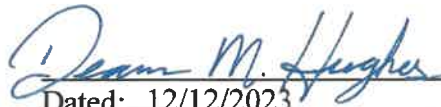
This Memorandum of Understanding shall be attached to and considered part of the CBA.

**For the Employer:**



Dated: 12/12/2023

**For the Union:**



Dated: 12/12/2023