

Memorandum of Understanding

Between:

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

January 29, 2024

Lamb Weston/RDO Frozen and UFCW Local 1189 have agreed that the Company will accrue Earned Sick and Safe Time (ESST) to the minimum standard of the MN Earned Safe and Sick Time law (Sec. 177.50 et. seq., MN Statutes) in addition to the allotted vacation in the current collective bargaining agreement, Article VII.

The parties agree to the following stipulations:

1. The ESST will accrue and be administered in accordance with the MN ESST law. The ESST will be a bank of paid sick time that is wholly separate from existing paid vacation entitlements per Article VII of the CBA.
2. The Memorandum of Understanding, titled Perfect Attendance Star Board Enhanced, signed 02/07/23, p. 40 of the current CBA is eliminated and no longer in effect, including any and all attendance incentives.
3. The Memorandum of Understanding, titled Personal Contract Days, dated 01/01/05 p 38 of the current CBA is eliminated and no longer in effect; and in exchange for any and all personal days (present and future), the company will add 12-hours of paid vacation to employees' vacation allotment listed in Article VII of the CBA and be subject to all provisions of Article VII. Change Article VII, A. p 19 of the CBA as follows:

**ARTICLE VII
VACATIONS**

A. Regular employees with one (1) or more years of seniority shall be entitled to vacation in accordance with the following schedule:


1. End of Probation to One (1) year = ~~Forty-eight (48) hours paid~~ **sixty (60) hours paid (to be paid at base rate at the time the vacation is taken)**
2. One (1) year of seniority = ~~Forty-eight (48) hours paid~~ **sixty (60 hours paid) and forty-eight (48) hours unpaid**
3. Three (3) years of seniority = ~~Ninety-six (96) hours paid~~ **one hundred eight (108) hours paid**
4. Nine (9) years of seniority = ~~One hundred forty-four (144) hours paid~~ **one hundred fifty-six (156) hours Paid**
5. Fifteen (15) years of seniority = ~~One hundred ninety-two (192) hours paid~~ **two hundred four (204) hours paid**

On Behalf of the Union:



Adam Evenstad
Union Representative
UFCW Local 1189

On Behalf of Lamb Weston:



Shawn Raykovich
Plant Manager
Lamb Weston/RDO Frozen