

LETTER OF UNDERSTANDING  
BY AND BETWEEN  
UFCW LOCAL 1189  
AND  
DAMIANO OF DULUTH, INC.  
(2022 Wage and Benefit Re-Opener)

Article 10 – Insurance Plans – Pensions

Effective January 1, 2023, the Employer shall pay each month the ARGA rate in effect on that date, or \$715.00, whichever is less.

Article 10 – Insurance Plans – Pensions

Effective July 1, 2022, the current SEP IRA Plan shall be modified as follows:

- Employees may participate in the Plan after 1 year of employment and receive a 3% Employer contribution.
- After 2 years of employment, employees receive a 4% Employer contribution.
- After 3 years of employment, employees receive a 5% Employer contribution.
- Employees will be 100% vested in the Plan after 1 year of employment.

All other aspects of the Plan (employees are eligible to participate in the Plan if they are regularly scheduled for 24 hours or more per week, etc.) remain the same.

Exhibit A – Wage Scale

Effective July 1, 2022, starting wages will increase as follows:

EFFECTIVE	<i>July 1, 2022</i>
Receptionist/Volunteer Coordinator	\$22.98
Cook 1	\$19.17
Cook 2	\$17.85
Kitchen Worker	\$15.00
Clothing Programs Coordinator	\$22.98
Community Relations Coordinator	\$22.98
Community Services Coordinator	\$22.98
Community Services Specialist	\$20.82
Kids Kitchen Coordinator	\$22.98
Program Assistant	\$18.31
Kids Kitchen Program Assistant	\$18.31
Kids Kitchen Activities Facilitator	\$15.21
Food Handler	\$15.00
Bldg. Maintenance Coordinator	\$22.98
Janitor	\$15.00
Hygiene Unit Custodian	\$15.00
Administrative Specialist	\$20.82

DAMIANO OF DULUTH, INC.  
Duluth, Minnesota

By



Seth Currier

Date

7/12/22

UNITED FOOD & COMMERCIAL  
WORKERS UNION, LOCAL 1189  
Duluth, Minnesota

By



Al Priolo

Date

7-12 2022