



**MEMORANDUM OF AGREEMENT
12-Hour Shift Breaks**

This MEMORANDUM OF AGREEMENT is entered into this 8th day of April 2021 by and between Lamb Weston (or "Company") and United Food and Commercial Workers (UFCW) Local 1189 (collectively, the "Union").

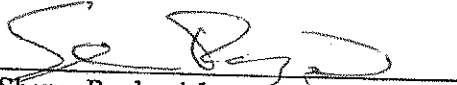
Whereas Article XVI, p27, Miscellaneous, A & B:


- A. *There shall be one (1) - ten (10) minute relief break in the first half of the shift, and one (1) - ten (10) minute relief break in the second half of the shift, and one (1) - twenty (20) minute lunch break in the middle of the shift.*
- B. *When an employee is called in four (4) hours early, that employee will receive one (1) ten minute break after two (2) hours of work and one (1) ten minute break at shift change. When an employee is held over, that employee will receive one (1) ten minute break at shift change and one (1) ten minute break in the middle of the four (4) hour hold over period. When an employee is held over or called in early for less than three (3) hours, that employee will receive one (1) ten minute break at the shift change only.*

was written for 8-hour shifts and call-ins/holdovers, and there is no specific language for breaks on 12-hour shifts; and the current practice of 10-10-20-10-10 minutes is not meeting the needs of either party.

The Company and the Union have agreed to three 20-minute breaks for employees on a 12-hour shift schedule. The breaks must be taken as three breaks, not to be consolidated, effective May 1, 2021

Entered into this 8th of April 2021.


Shawn Raykovich
Plant Manager
Lamb Weston/RDO Frozen


Bruce Bergh
UFCW Local 1189