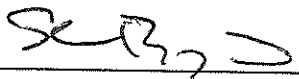


MEMORANDUM OF AGREEMENT

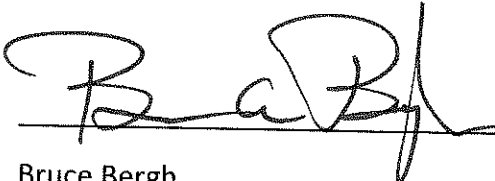
Between Lamb Weston/RDO Frozen &  
United Food and Commercial Workers 1189  
2021 Mid-Term wage Adjustment

In an effort to improve Lamb Weston/RDO Frozen's retention and recruitment, in this very unique pandemic environment; Lamb Weston/RDO Frozen (The Company) and the United Food and Commercial Workers 1189 (The Union) have agreed to the following stipulations (effective the pay period following signatures):

1. Add \$2.90/hr. across all hourly manufacturing positions (production, Sanitation and Maintenance) except for Boiler Maintenance, Refrigeration Maintenance and Electrical Maintenance.
  - a) Process Operators will accept operation of the Batter system, in addition to current duties, as the primary Batter Operator.
  - b) General Operators will accept operation of the Batter system, in addition to current duties, as the Secondary Batter Operator.
2. Add \$5.00/hr. to Boiler Maintenance, Refrigeration Maintenance and Electrical Maintenance.
3. Add \$6.00/hr. to the Boiler Crew Chief (in order to obtain a separation between Boiler Crew Chief and Boiler Maintenance III).
4. The 2.5% contractual wage increase scheduled for January 2022; is being paid early as a part of these wage adjustments.

 9-7-21

Shawn Raykovich,  
Plant Manager  
Lamb Weston/RDO Frozen

 9-8-2021

Bruce Bergh  
Representative  
UFCW 1189

## Bruce Bergh

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**From:** Bruce Bergh  
**Sent:** Monday, September 13, 2021 11:21 AM  
**To:** Conway, Tom  
**Cc:** bob.sherk@lambweston.com  
**Subject:** RE: Maintenance Crew Chiefs

Tom I can Agree

**From:** Conway, Tom <Tom.Conway@lambweston.com>  
**Sent:** Monday, September 13, 2021 10:08 AM  
**To:** Bruce Bergh <bbergh@ufcw1189.org>  
**Cc:** Dewulf, Mike <Mike.Dewulf@lambweston.com>; Raykovich, Shawn <Shawn.Raykovich@lambweston.com>  
**Subject:** Maintenance Crew Chiefs

Bruce,

Per our telephone conversation this morning, concerning the Maintenance Crew Chiefs.

The company would like to add \$2.10 to the \$2.90 rate adjustment they received 9/12/21; giving them a total adjustment of \$5.00/hr., to match the Boiler Operators, Refrigeration Maintenance and Electrical Maintenance Rate adjustment..

In our oversight, giving refrigeration the \$5.00 increase and giving the Maintenance Crew Chiefs the \$2.90 increase, only left a \$0.10 separation.

This effects 6 current union members, . (Caleb Anderson, Tony Gartner, Danny Sharp, Dustin Martine, Frank Bond, Kip Crabb).

Tom

Thomas J. Conway  
Human Resources Manager  
Lamb Weston/RDO Frozen  
Park Rapids, MN 56470  
P: (218) 732-2155 C: (218) 390-5748



Lamb Weston  
RDO  
*proven*

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