

**MEMORANDUM OF UNDERSTANDING
REGARDING ONGOING COVID-19 PANDEMIC**

The United Food and Commercial Workers Union, Local No. 1189 and Whole Foods Community Co-Op, Inc. ("WFC") are parties to a Collective Bargaining Agreement covering the time period of April 21, 2020 up to and including April 20, 2023 ("CBA").

In recognition of the ongoing COVID-19 pandemic and the extraordinary efforts of WFC's employees in the face of the pandemic, the parties agree as follows:

1. From August 2, 2021, through April 20, 2023, all employees, including overscale employees, will receive an additional One Dollar (\$1.00) for all hours worked.
2. For the time period above, any Deli Cook/Baker who has a current ServSafe certification and at least one (1) year of cooking experience at WFC or elsewhere, will receive an additional Fifty Cents (\$0.50) for all hours worked as a Deli Cook/Baker. WFC will determine whether the experience requirement is met in any case.
3. The above changes are reflected in the attached Appendix A and shall replace Appendix A on page 25 of the CBA
4. This Memorandum of Understanding shall be attached to and considered part of the CBA.
5. This Memorandum of Understanding is the product of unique circumstances and does not set any precedent binding on either party.

UNITED FOOD AND COMMERCIAL
WORKERS UNION, LOCAL NO. 1189

By: Brian Byrd
Its: Union Representative

Dated: 8/10/21

WHOLE FOODS COMMUNITY CO-OP,
INC.

By: [Signature]
Its: DENVER STORE MANAGER

Dated: 8/10/21

APPENDIX A

Employees will move steps on their anniversary date.

	<u>Base Pay</u>	
	<u>Year 2</u>	<u>Year 3</u>
Start (A)	\$13.45	\$13.70
B	\$13.80	\$14.05
C	\$14.15	\$14.40
D	\$14.50	\$14.75
E	\$14.85	\$15.10
F	\$15.20	\$15.45
G	\$15.55	\$15.80
H	\$15.90	\$16.15
I	\$16.25	\$16.50
J	\$16.60	\$16.85
K	\$16.95	\$17.20
L	\$17.30	\$17.55
M	\$17.65	\$17.90
N	\$18.00	\$18.25

Group 1

Deli Counter Clerk
Deli Kitchen Clerk
Front End Clerk
Grocery Clerk
Produce Clerk

Group 2

Deli Counter Lead Clerk
Deli Cook/Baker
Front End Lead Clerk
Grocery Lead Clerk
Grocery Purchasing Lead
Grocery Purchasing Lead/Wellness
Grocery Lead Clerk/Wellness
Produce Lead Clerk

Premium Pay

Group 1	-
Group 2	\$1.50
Group 3	\$3.35

Cook/ Baker Premium

\$0.50

Must have 1-year of Cooking
experience as defined by WFC &
current Servsafe certification

Overtime All Years

\$0.40

Group 3

Brand Education and Outreach Coordinator
Brand Graphics Coordinator
Deli Counter Coordinator / Kitchen Coordinator
Deli Purchasing Coordinator
Environmental Coordinator
Finance Coordinator
Front End Manager on Duty
Grocery Receiving Coordinator
Grocery Wellness Coordinator
Produce Purchasing Coordinator