

Letter of Understanding

WHEREAS, United Food and Commercial Work's Union, Local 1189 and Super One Foods are party to a labor agreement with a term from April 24, 2022 through April 20, 2025, and;

WHEREAS, the parties have a dispute regarding the part-time employment of journeymen and apprentice meat-cutters, and;

WHEREAS, the parties wish to resolve their dispute as set forth herein.

NOW, THEREFORE, the parties agree as follows:

1. Russell Eldred (North Grand Rapids) and Kaylee McPherson (Woodland Market Place) may continue as part-time apprentice or journey person meatcutters and are hereby grandfathered from any requirement for full-time status.

2. The employer may employ retired meatcutters on a part-time basis. However, it is not the parties' intention to have any retired meatcutter work in disqualifying employment and have their monthly pension benefits suspended. The employer agrees that before hiring any retired meatcutter to work in part-time employment, the employer will tell him or her the maximum number of hours they will work per month and remind him or her that they are required to notify the Pension Fund Office (either Northern Minnesota-Wisconsin Area Retail Clerks Pension Fund or the UFCW International Union-Industry Pension Fund (Chicago Plan)) that they are returning to employment.

3. In the future if the Employer desires to utilize part-time apprentice or journey person meatcutters they will notify the Union. The parties will thereafter determine on a case-by-case basis whether such part-time meatcutter will be allowed. The Union pledges to consent to the use of part-time meatcutters when the employee has requested part-time status due to their own personal situation.

In witness whereof the said parties have hereunto set their hand this 28th day of July, 2023.

Miners, Inc., d/b/a Super One Foods

UFCW Local 11889

By: Daryl R. Hanson
Its: Director of HR

By: Allan Ruato
Its: Union Representative