

Letter of Understanding
By and between
United Food and Commercial Workers Local 1189
And
US Foods Inc. DBA: Stockyards Meat Packing Co.

Effective August 28th, all employees employed as of August 10, 2023, will receive a \$1.00 per hour wage increase and the following wage grid will replace the current wage schedule in Appendix "A" of the CBA.

Apprentice	Effective 8/28/23
Start Rate	20.43
After 6 months	20.93
After 12 months	21.43
After 18 months	21.93
After 24 months	22.43
After 30 months	25.59

Journeyman	Effective 8/28/23
	25.59

Trimmer	Effective 8/28/23
Start Rate	19.57
After 6 months	20.07
After 12 months	20.57
After 18 months	22.00

Inventory Control	Effective 8/28/23
Start Rate	18.48
After 6 months	18.98
After 12 months	19.86
After 18 months	22.00

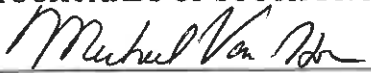
Wrapper/Laborers	Effective 8/28/23
Start Rate	17.42
After 6 months	17.90
After 12 months	18.80
After 18 months	20.94

It is also agreed that Inventory Control Employees will be hired at the rate of \$21.00/hour, and Wrapper/Laborers will be hired at the rate of \$19.94. At the expiration of this agreement, any employee hired at these aforementioned rates will be moved to the top wage rate on the above scale within their classification.

It is further agreed that any employee promoted before August 28th, 2023, will have the additional dollar considered when determining the appropriate wage rate within their new position.

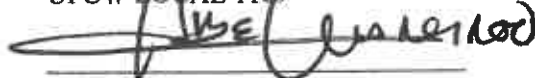
This agreement will expire upon ratification of a new CBA, or upon the expiration of the current CBA dated 4/1/2021-3/31/2024.

FOR THE EMPLOYER:
STOCKYARDS OF SOUTH ST. PAUL


SIGNATURE

8/16/23
DATE

FOR THE UNION:
UFCW LOCAL 1189


SIGNATURE

8-16-2023
DATE