

LETTER OF AGREEMENT

The Employer and Union have agreed, for both the Grocery Unit and Meat Unit contracts, to the following:

1. 2024 Health and Welfare. The Employer monthly contribution rates effective January 1, 2024 shall be \$745 for single and \$1,715 for family, with all other premium rate language remaining the same.

For the Grocery Unit Contract, the 2024 language would read as follows:

Effective January 1, 2024, the Employer agrees to pay on behalf of eligible employees who elect family coverage, the monthly family premium up to a maximum of one thousand seven hundred and fifteen dollars (\$1,715.00). Any amount in excess of the maximum of \$1,715.00 shall be paid by the employee. The Employer also agrees to pay on behalf of eligible employees who do not elect family coverage the cost of the monthly single premium, up to a maximum amount of seven hundred and forty-five dollars (\$745.00). Any amounts in excess of the maximum of seven hundred and forty-five dollars (\$745.00) shall be paid by the employee.

For the Meat Unit Contract, the 2024 language would read as follows:

Effective January 1, 2024, the Employer agrees to pay on behalf of eligible employees who elect family coverage, the monthly family premium up to a maximum of one thousand seven hundred and fifteen dollars (\$1,715.00). Any amount in excess of the maximum of \$1,715.00 shall be paid by the employee. The Employer also agrees to pay on behalf of eligible employees who do not elect family coverage the cost of the monthly single premium, up to a maximum amount of seven hundred and forty-five dollars (\$745.00). Any amounts in excess of the maximum of seven hundred and forty-five dollars (\$745.00) shall be paid by the employee.

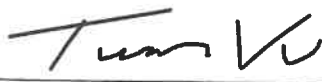
2. 2024 Wages. The Parties will sign new Letters of Understanding for the period of January 1, 2024 through December 31, 2024 in the form attached hereto. As noted in the Letters of Understanding, there will be a sixty-five (\$0.65) per hour increase to the 2024 base wage rates, effective January 1, 2024.

Signed this 19 day of December, 2023.

IRON RIVER
COOPERATIVES, INC.

UNITED FOOD AND
COMMERCIAL WORKERS
UNION, LOCAL 1189





LETTER OF UNDERSTANDING
GROCERY UNIT

United Food & Commercial Workers Union, Local 1189 ("Union") and Iron River Cooperatives, Inc. ("Employer") agree:

1. That for the period of January 1, 2024 through December 31, 2024, Employer shall:
 - a. For employees who have worked for Employer from five (5) years through nine (9) years, pay the employees fifty cents (\$.50) per hour above their base rate; and
 - b. For employees who have worked for Employer for ten (10) years or more, pay the employees one dollar (\$1.00) per hour above their base rate.
2. For employees who were receiving the extra fifty cents (\$.50) or one dollar (\$1.00) per hour under the Letter of Understanding between Employer and Union covering the period of January 1, 2023 through December 31, 2023 (the "2023 Letter of Understanding"), this Letter of Understanding will be applied by starting with their wage rate as of December 31, 2023, reducing it by the fifty cents (\$.50) or one dollar (\$1.00) per hour they were receiving under the 2023 Letter of Understanding to arrive at their 2023 base rate, then adding sixty-five cents (\$.65) to that base rate and then, to the extent eligible under this Letter of Understanding, adding either fifty cents (\$.50) or one dollar (\$1.00) per hour.
3. This Letter of Understanding shall run through December 31, 2024 and shall terminate and have no force or effect thereafter.

IRON RIVER COOPERATIVES, INC.

Dated: 12-19-23

By: Richard Frostman
Its: Board President

UNITED FOOD & COMMERCIAL WORKERS
UNION, LOCAL 1189

Dated: 12-14-2023

By: Tom V
Its: Union Representative

LETTER OF UNDERSTANDING – IRON RIVER COOP
Grocery Employees Hired Before 1/1/2014.

Department Heads & Full Time Employees:

1/1/2022	+\$2.00/hour
1/1/2023	+\$.65/per hour
1/1/2024	+\$.65/per hour

Part Time Employees:

1/1/2022	+\$2.00/hour
1/1/2023	+\$.65/per hour
1/1/2024	+\$.65/per hour

SCHEDULE B:

Starting Wages Grocery Employees Hired After 1/1/2014.

Full-Time:

Start

2021		\$12.10
1/1/2022	+\$2.00/hour	\$14.10
1/1/2023	+\$.65/per hour	\$14.75
1/1/2024	+\$.65/per hour	\$15.40

Part-Time:

Start

2021		\$10.20
1/1/2022	+\$2.00/hour	\$12.20
1/1/2023	+\$.65/per hour	\$12.85
1/1/2024	+\$.65/per hour	\$13.50

Department Head Grocery:

Start

2021		\$13.80
1/1/2022	+\$2.00/hour	\$15.80
1/1/2023	+\$.65/per hour	\$16.45
1/1/2024	+\$.65/per hour	\$17.10

Starting Wages Hardware Store Employees Hired Before 1/1/2014.

Full-Time Employees:

1/1/2022	+\$2.00/hour
1/1/2023	+\$0.65/per hour
1/1/2024	+\$0.65/per hour

Part-Time Employees:

1/1/2022	+\$2.00/hour
1/1/2023	+\$0.65/per hour
1/1/2024	+\$0.65/per hour

Starting Wages Hardware Store Employees Hired After 1/1/2014.

Full-Time:

Start

2021	\$12.35
1/1/2022	\$14.35
1/1/2023	\$15.00
1/1/2024	\$15.65

Part-Time:

Start

2021	\$10.45
1/1/2022	\$12.45
1/1/2023	\$13.10
1/1/2024	\$13.75

Signed this 19 day of December, 2023.

IRON RIVER COOPERATIVES, INC.

UNITED FOOD AND COMMERCIAL
WORKERS UNION, LOCAL 1189

Richard Frostman

Tom Vu