

Memorandum of Understanding

Between:

Lamb Weston/RDO Frozen (The Company)

&

UFCW Local 1189 (The Union)

July 17, 2024

Lamb Weston/RDO Frozen and UFCW Local 1189 have agreed that the Company may name a temporary Process Operator Trainer (Interview Position) with the following provisions.

1. This position will work a Monday-Friday swing shift schedule (3:00 PM – 11:00 PM), in order to have visibility to all 12-hour shifts. This is to allow Operators to train on their assigned shift.
2. This position is intended to be temporary at the discretion of the Company in order to get sufficient Process Operators trained on each shift. We would need employees to bid into Process Operator in order to have the trainees, to make the position of value; once we have Process Operators trained on each shift, then the position would no longer be needed.
3. The company retains the right to repost the position as the need arises, (i.e., if we have turnover or operators would require additional training).
4. Trainers would need to be qualified on the lines they train, therefore there may be a need for trainers on a specific line. The company reserves the right to determine the need to staff trainers on lines as necessary.
5. Wage - \$27.00/Hr.
6. Incumbent would be eligible for voluntary overtime as a Process Operator at the Trainer rate.
7. This agreement may be ended by either party with a 60-day notice.

On Behalf of the Union:

On Behalf of Lamb Weston:



Adam Evenstad
Union Representative
UFCW Local 1189



Shawn Raykovich
Plant Manager
Lamb Weston/RDO Frozen