

SUMMARY OF TENTATIVE AGREEMENT

May 8, 2025

LETTER OF UNDERSTANDING
BY AND BETWEEN
UFCW LOCAL 1189
AND
DAMIANO OF DULUTH, INC.
(2025 Wage and Benefit Re-Opener)

Article 5 – Leaves

Amend Article 5 to add a new Article 5, Section 10, as follows:

5.10 Paid Leave Law:

Effective January 1, 2026, the Employer and an employee shall share the premium assessed under the Minnesota Paid Leave Law, as amended, (“PLL”) equally. Any accrued vacation and sick leave shall be considered as “supplemental benefits” under the PLL and may be used to supplement leave income under the PLL, pursuant to the terms and subject to the conditions of the PLL.

Unpaid medical leave under Section 5.2 will no longer be available for any reason other than a death in the family or an employee’s own serious health condition.

Unpaid medical leave for a death in the family may be taken for up to twelve (12) weeks per year.

If unpaid medical leave is taken for an employee’s own serious health condition, Section 5.2 will continue to apply, although an employee’s health/life insurance coverage shall only be maintained for up to twenty (20) weeks, provided that the employee timely pays their share of the premium. The medical leave will run concurrently with leave under the PLL.

Unpaid parental leave under Section 5.3 will no longer be available.

Notwithstanding the foregoing: if the PLL is repealed, or if the Employer is not covered by the PLL, this Section 5.10 shall be of no effect and Sections 5.2 and 5.3 shall continue to apply; and if the effective date of the PLL is after January 1, 2026, this Section 5.10 shall be of no effect and Sections 5.2 and 5.3 shall continue to apply until the effective date.

Exhibit A – Wage Scale

Effective July 1, 2025, employees will receive a 3.0% across the board increase.

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DAMIANO OF DULUTH, INC.
Duluth, Minnesota

By


Seth Currier

Date

5/8/2025

**UNITED FOOD & COMMERCIAL
WORKERS UNION, LOCAL 1189**
Duluth, Minnesota

By


Stacy Spexet

Date

5 May 2025

1.03

EFFECTIVE	1-Jul-24	1-Jul-25
Receptionist/Volunteer Coordinator	\$24.38	\$25.11
Cook 1	\$20.34	\$20.95
Cook 2	\$19.43	\$20.01
Kitchen Worker	\$15.91	\$16.39
Clothing Programs Coordinator	\$24.38	\$25.11
Community Relations Coordinator	\$24.38	\$25.11
Community Services Coordinator	\$24.38	\$25.11
Community Services Specialist	\$22.08	\$22.74
Kids Kitchen Coordinator	\$24.38	\$25.11
Program Assistant	\$19.43	\$20.01
Kids Kitchen Program Assistant	\$19.43	\$20.01
Kids Kitchen Activities Facilitator	\$16.13	\$16.61
Food Handler	\$15.91	\$16.39
Bldg. Maintenance Coordinator	\$24.38	\$25.11
Janitor	\$15.91	\$16.39
Hygiene Unit Custodian	\$15.91	\$16.39
Safe Storage Assistant	\$19.43	\$20.01
Administrative Specialist	\$22.08	\$22.74