

**SIDE LETTER OF UNDERSTANDING
BY AND BETWEEN
IRON RIVER COOPERATIVES, INC.
AND
UF&CW LOCAL 1189**

United Food and Commercial Workers Union, Local 1189 ("Union") and Iron River Cooperative, Inc. ("Employer") agree as follows:

1. Effective January 1, 2025 and for the term of the 2025 – 2027 Meat Unit Labor Agreement, Article 17, Pension shall have the first sentence amended to read as follows:

Pension contributions of *two hundred twenty four dollars and nine cents* (\$224.09) per month, effective January 1, 2025 shall be paid by the Employer for each Union employee regularly working over thirty-four (34) hours per week.

Signed this 9 day of May 2025

IRON RIVER COOPERATIVES INC.

UNITED FOOD AND COMMERCIAL
WORKERS UNION, LOCAL 1189


Tuan Vu, Union Representative