

Letter of Agreement
Between
Jerry's Foods, Inc.
And
United Food and Commercial Workers Local no. 1189

Subject: Accretion of Starbucks workers at Jerry's foods in Woodbury.

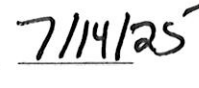
The Starbucks Employees at the Jerry's Foods Woodbury location are UFCW 1189 members and the following is a tentative agreement for the group to be incorporated into the already existing Jerry's Enterprises, St. Paul, Collective Bargaining Agreement (CBA), expiration 04/04/2026.

1. Article 1.1 Recognition: Update to include All Starbucks Workers. Starbucks Workers at the Woodbury location are Jerry's Enterprises, Inc. employees and therefore covered under the collective bargaining agreement that expires 04/04/2026.
2. Article 4.1 A. Seniority: Starbucks worker's Date of hire at Jerry's foods, Woodbury will serve as their Jerry's Enterprises, Inc. Seniority Date.
3. Article 4.2 A. Probationary Period: All employees that have previously completed probation as a Starbucks worker will not be subject to an additional probationary period. All workers currently on probation will remain on probation for no more than 30 days (60days with requested extension).
4. Article 6 Definitions: Starbucks workers will be placed into 1 of 3 classifications for Wage and Benefit purposes.
 - Full-Time
 - Regular Part-Time
 - Prime Time (non-benefited)
5. Article 19 Health Care Plan: Full time and Regular Part Time employees will follow the eligibility rules in the Jerry's CBA 4/7/24-4/4/26
6. Wages:
 - All classifications will begin accumulating hours/years towards their progression steps effective 7-27-25


Union Representative


Date


Employer Representative


Date