

**LETTER OF UNDERSTANDING BETWEEN
LEAFLINE LABS, LLC
AND
UFCW 1189**

The Employer and Union are parties to a Collective Bargaining Agreement (CBA) in effect from May 8, 2024, through May 7, 2027. The parties have agreed to amend Article 15-Meal Periods and Breaks to the following beginning January 1st, 2026:

Section 15.1: Breaks: Employees working 6 or more consecutive hours shall be entitled to an unpaid 30-minute meal period in which the employee shall be totally relieved from work. Retail employees working on the same shift shall not take their 30-minute lunch break at the same time.

CPG Employees: One 15-minute paid break before the lunch period and one 15-minute paid break after the lunch period.

Retail Employees: One 15-minute paid break for every four (4) hours worked.



Employer Date 9/19/25



Union Date 19 Sep 25