

**LETTER OF UNDERSTANDING BETWEEN  
MOOSE LAKE VILLAGE  
AND  
UFCW 1189**

Re: **Moose Lake Training Pay**

The Employer and Union are parties to a Collective Bargaining Agreement (CBA) in effect from October 20, 2025 through December 31, 2026. The parties have agreed to the following:

**27.3 Training Pay**

**Trainer Pay:** Trainers will be paid an additional \$0.50 per hour while training when they are designated by the employer to serve as a trainer for other employees.

**Preceptor Pay:** The Preceptor Program provides the ability to work closely with our new staff providing training that aligns with the mission & vision of Moose Lake Village. Preceptor positions will be posted internally and selected from eligible applicants in accordance with Article 15.6. Employees who are designated as preceptors, upon completion of a formalized preceptor program as established by the Employer, will receive preceptor pay of \$3.00 per hour for time spent precepting as assigned by management. Preceptors that are asked and volunteer to precept on non-scheduled workdays will not be forced or mandated.

**Mentor Pay:** Employees who meet the requirements for Preceptor Pay and agree to take on additional responsibilities including; serving as a daily mentor to new staff, attending and participating in the Employee Engagement Committee, PIPP Meetings, and other assigned meetings. As part of this role, Mentors will receive the preceptor pay of \$3.00 per hour for time spent precepting, along with an additional \$1.00 per hour added to their base rate of pay.

Training Grid	Trainer	Preceptor	Mentor
Does training on floor	X	X	X
How to become one	Daily designation	Apply/selection	Apply/selection
Attends quarterly mtg		X	X
Preceptor duties as assigned, including new employee hand off meeting		X	X
Daily mentoring tasks with new staff as needed			X
Attend/Participate in Employee Engagement Committees/PIPP Meetings, others as assigned			X
Area of the Building	Daily Assignment within your job classification	All Areas or SCU specific and/or within your job classification	All areas of the building within your job classification
Premium	\$.50/hour while training	\$3.00/hour while training	\$3.00/hour while training \$1.00/hour/all hours of work

Ashley Zeck 10/08/2025  
Employer Date

Don Oct 25  
Union Date