

Company Proposal LOU Temporary Employees – CPG Cottage Grove 10/7/25

The Employer and Union are parties to a Collective Bargaining Agreement (CBA) in effect from May 8, 2024 through May 7, 2027. The parties agree to the following:

The Employer may hire temporary, non-bargaining production employees as necessary to support production related to adult-use cannabis. The number of temporary employees may not exceed 50% of the bargaining unit production team. (Based on the CBA language that states will not be used to dilute or diminish the bargaining unit.)

The temporary employees will be scheduled to work based on operational need, at the Employer's discretion.

Temporary employees will not be scheduled if qualified bargaining unit production members are willing and available to work additional hours or shifts, even if the additional hours/shift(s) are at overtime.

Temporary employees shall not perform bargaining unit work beyond stickering products, laundry duties, and shall not be considered members of the bargaining unit for any purpose. Use of temporary production employees shall not be construed as a waiver of the Employer's right to determine staffing levels or assignments under the CBA.

No individual temporary production employee shall be employed for more than sixty (60) consecutive calendar days, unless mutually agreed in writing by the parties. On day sixty one (61) temporary workers will become bargaining unit members in good standing unless converted prior to their sixtieth (60th) day of employment.

This Letter of Understanding shall remain in effect through December 30, 2025, unless extended in writing by mutual agreement of the parties.

This LOU is non-precedential and shall not be cited in any grievance, arbitration, or negotiation except for the purpose of enforcing its terms during its effective period.

 10.14.25

Employer

Date

 18 OCT 25

Union

Date