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LETTER OF UNDERSTANDING

BETWEEN: Iron River Cooperatives
AND: United Food and Commercial Workers 1189
SUBJECT: Updated Health & Welfare Contributions and 2026 Wage Schedules -
Grocery CBA

This Letter of Understanding (LOU) serves to formalize the updated compensation rates and benefit contribution levels for job classifications under the Grocery Collective Bargaining Agreement (CBA), effective as of **January 1, 2026**.

I. Health and Welfare Contributions

Effective February 1, 2026, Iron River Cooperatives' monthly premium contributions for the Northern Minnesota-Wisconsin Retail Food Health and Welfare Fund are

- **Family Coverage:** Maximum of **\$1,961.60**
- **Single Coverage:** Maximum of **\$864.50**
- **Employee Responsibility:** Any monthly premium costs exceeding these maximums shall be paid by the employee consistent with the language under Article 14.

II. 2026 Wage Schedules (All Classifications) (Effective January 1, 2026)

All employees shall be paid according to the following scales.

Grocery Department

Classification	Hired BEFORE 1/1/2014	Hired AFTER 1/1/2014
Department Head	Base + \$0.60/hr	\$18.30 / hour
Full-Time Employee	Base + \$0.60/hr	\$16.60 / hour
Part-Time Employee	Base + \$0.60/hr	\$14.70 / hour

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Hardware Store

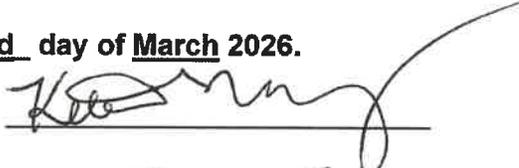
Classification	Hired BEFORE 1/1/2014	Hired AFTER 1/1/2014
Full-Time Employee	Base + \$0.60/hr	\$16.85 / hour
Part-Time Employee	Base + \$0.60/hr	\$14.95 / hour

III. Removal of Stale Language in Article 17.

~~All Full Time employees will receive two dollar (\$2.00) per hour back pay from 1/1/2022 to date of ratification, with base wages the only retroactive term of this Agreement.~~

~~All Part Time employees will receive two dollar (\$2.00) per hour back pay from 1/1/2022 to date of ratification, with base wages the only retroactive term of this Agreement.~~

Agreed to this 3rd day of March 2026.

For the Employer: 

For the Union: 
