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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 – Meat CBA

This Letter of Understanding (LOU) serves to formalize the updated compensation rates and benefit contribution levels for job classifications under the Meat Department 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. Meat Department Wage Schedule (Effective January 1, 2026)

Effective January 1, 2026, all eligible employees shall receive an **Across-the-Board (ATB) increase of \$0.60 per hour**. The updated **Wage Scale** for the following classifications are established as:

Classification	1/1/2026
Head Meat Cutter	\$26.48
Journeyman Meat Cutter	\$22.30
Helper/Wrapper (Start)	\$16.52

Agreed to this 3rd day of March, 2026.

For Iron River Cooperatives: _____

For UFCW 1189: _____