

AGREEMENT

By and Between

THE NORTHEAST AREA LABOR COUNCIL

and

**UNITED FOOD & COMMERCIAL WORKERS UNION
LOCAL #1189**



May 1st, 2026 - April 30th, 2029

INDEX

ARTICLE		PAGE
	Union Management Relationship	2
1	Recognition	3
2	Holidays	4
3	Wages	4
4	Seniority	4
5	Vacations	5
6	Leaves of Absence	5
7	Discipline	6
8	Grievance & Arbitration Procedure	7
9	Miscellaneous	9
10	Health & Welfare	10
11	Pension	12
12	Separability	13
13	Duration	13
14	Severance Pay	13
	Health & Welfare Participation Agreement	15

AGREEMENT

By and Between

THE NORTHEAST AREA LABOR COUNCIL

And

**UNITED FOOD & COMMERCIAL WORKERS UNION
LOCAL #1189**

This Agreement is entered into and is effective on this 1st day of May, **2026** by and between THE NORTHEAST AREA LABOR COUNCIL, located at Duluth, Minnesota, and vicinity, hereinafter referred to as the Employer, and the UNITED FOOD AND COMMERCIAL WORKERS UNION, LOCAL #1189, chartered by the United Food and Commercial Workers International Union, AFL-CIO, and hereinafter referred to as the Union.

UNION MANAGEMENT RELATIONSHIP

The Employer and the Union in recognition of the need and possibilities of continuous service through cooperation, mutually agree to cooperate fully for harmonious relationship, efficient discipline and maximum service.

The Employer recognizes the established rights, responsibilities and values of the Union and has no objection to its employees becoming members of the Union, responsible in conjunction with the Employer and for making and keeping this Agreement. The Employer will not tolerate on the part of its partners or representatives any discrimination or activity whatever against the Union and will discipline any employee who, on the Employer's time, carries on anti-union activity or who seeks directly or indirectly, to interfere with the status, membership, or responsibilities of the Union.

The Union agrees to do all in its power to discourage and prevent any irregular interruptions in the efficient operation of the Employer's business and agrees that the Employer has the right to take appropriate disciplinary action against any employee or employees participating in or responsible for such interruptions. Any complaints as to the propriety of the disciplinary action taken by the Employer in such cases shall be taken up through the grievance procedure set up herein.

The Employer and the Union agree that they will not engage in any lockouts of employees or strikes during the life of this Agreement, providing the terms of this Agreement are complied with.

In consideration of the mutual promises herein contained and for the purpose of creating a working agreement by and between the Employer and its employees and the Union, the parties hereto mutually covenant and agree to and with each other as follows:

This Agreement shall be binding upon the parties hereto, their successors, administrators, executors and assigns. In the event an entire operation or any part thereof is sold, leased, or transferred, such operation shall continue to be subject to the terms and conditions of this Agreement for the life thereof. The Employer shall give notice of the existence of this Agreement to any purchaser, transferee, lessee, assignee, etc., of the operation covered by the Agreement or any part thereof, and will require such purchaser, transferee, lessee, assignee, etc., to assume as a part of the transaction all of the obligations of this Contract as per classifications needed. Such notice shall be in writing with a copy to the Union not later than sixty (60) days prior to the effective day of sale.

ARTICLE 1

RECOGNITION OF UNION

- 1.1 The Employer recognizes said Union as the sole representative of its employees for the purpose of collective bargaining with respect to its hours of labor, rates of pay and working conditions hereinafter specified. This Agreement shall cover the employees of the Employer located in Duluth, Minnesota, and vicinity.

Employees of the bargaining unit shall be all full-time or part-time employees. To be excluded are those employees covered by other union jurisdiction. The Employer agrees that on any new full-time classification added, they will be negotiated, and applicable wage rates will be added to the Contract and all other provisions of the Contract will apply.

- 1.2 It shall be a condition of employment that all employees covered by this Agreement, who are members of the Union in good standing on the effective date of this Agreement shall remain members in good standing, and those who are not members on the effective date of this Agreement shall, on the thirty-first (31st) day following the effective date of this Agreement, become and remain members in good standing in the Union. It shall also be a condition of employment that all employees covered by this Agreement and hired on or after its effective date shall, on the thirty-first (31st) day following the beginning of such employment, become and remain members in good standing in the Union.

The Employer agrees upon signed authorization of the employee affected to deduct from **their** wages such dues, assessments or affiliation fees during the first pay period of each current month. Such moneys collected shall be turned over to the authorized representative of the Local Union, party to this Agreement.

The Employer further agrees that all new employees will immediately, upon being hired, be required to sign an authorization card for dues check-off, and if the employee is retained after thirty-one (31) days, the Employer will give such authorization card to the Union. For the purpose of this Section, the execution date of this Agreement shall be considered as its effective date.

ARTICLE 2
HOLIDAYS

- 2.1 Employees shall not be required to work on the following days: Martin Luther King Day, Memorial Day, President's Day, Juneteenth, Fourth of July, Labor Day, Thanksgiving Day and the day after Thanksgiving Day, Christmas Eve Day, Christmas Day, New Years Eve Day, New Years Day, employee's birthday and Good Friday from 12:00 noon on. Work performed on these days shall be reimbursed by compensatory time off on an hour for hour basis. In addition, there will be one (1) floating holiday per anniversary year. When a recognized holiday falls on a Saturday or Sunday, the Employer will observe it on Friday or Monday.

ARTICLE 3
WAGES

CLASSIFICATION SCALE

FIELD ORGANIZER/POLITICAL COORDINATOR

Effective
5/1/26 Base Salary

- 3.1 **NEW HIRES**
WAGES

	5/1/2026	5/1/2027	5/1/2028
Start	\$62,545.17	\$64,421.53	\$66,354.18
Year 1	\$65,046.86	\$66,998.26	\$69,008.21
Year 2	\$67,648.63	\$69,678.09	\$71,768.43
Year 3	\$70,354.46	\$72,465.09	\$74,639.05
Year 4	\$73,168.49	\$75,363.55	\$77,624.45
Year 5	\$76,095.10	\$78,377.96	\$80,729.29
Year 6	\$79,138.77	\$81,512.94	\$83,958.32

ARTICLE 4
SENIORITY

- 4.1 Employees coming under the jurisdiction of the UFCW Local #1189 shall be hired, retained, promoted, demoted, laid off, or rehired according to their seniority in the employment of said Employer.
- 4.2 Any employee who is laid off two (2) weeks or longer shall be given one (1) weeks' notice or one (1) week's pay in lieu thereof. The Employer shall be entitled to one (1) week's notice of an employee's intention to quit. Any new employee shall be subject to discharge at the option of the Employer during the first sixty (60) days of employment. Thereafter, no employee shall be suspended, demoted or dismissed without just cause.
- 4.3 Any controversy over seniority standing or relative to any question of seniority shall be

subject to adjustment, settlement or arbitration in the same manner as other controversies arising under this Contract.

ARTICLE 5 **VACATIONS**

- 5.1 All employees with one (1) year's continuous service with the Employer shall receive two (2) weeks' vacation with pay. All employees with five (5) years of continuous service with the Employer shall receive three (3) weeks' vacation with pay. And all employees with twelve (12) years of continuous service with the Employer shall receive four (4) weeks' vacation with pay.
- 5.2 All vacation periods shall be allowed to be taken in one continuous period of time, unless otherwise mutually agreed upon. Vacation shall, as far as possible, be granted for the period preferred by the employee, but should the vacation time requested by the employee interfere with the operation of the Council, the Employer and the employee will mutually arrange a vacation time as near as possible to the time desired by the employee that will not interfere with the operation. If the services of an employee are terminated either voluntarily or involuntarily, for any cause other than those specified in Article IV, Section 4.2, such employee shall receive prorated vacation pay and unused vacation pay.
- 5.3 If an employee's vacation falls in a week containing a holiday, the employee shall be granted one (1) additional day's vacation.
- 5.4 Vacation carry over shall be allowed for two (2) years.

ARTICLE 6 **LEAVES OF ABSENCE**

- 6.1 **LEAVES OF ABSENCE**: Employees shall be entitled to a written leave of absence for the following reasons:
- a) Non-occupational illness or injury of the employee, which requires absence from work up to ninety (90) days **and will comply with Federal and State law.**
 - b) Pregnancy leave to comply with Federal and State law.
 - c) Appointment as a delegate representing the Union requiring temporary leave up to a maximum of ninety (90) days.
 - d) Any other reason acceptable to the Employer upon giving the Employer a two (2) week notice.
 - e) **Sick Leave and Parental Leave will run concurrently with MN Paid Family and Medical Leave.**

PARENTAL LEAVE: Parental Leave shall be granted in accordance with applicable laws and regulations. Maternity and paternity leaves of up to sixteen (16) weeks shall be granted upon request. An employee on maternity/paternity leave will receive full regular pay for up to six (6) weeks, up to an additional six (6) weeks leave at one-half regular pay, and up to an additional two (2) weeks at one-quarter regular pay and up to

two (2) weeks unpaid. Accrued sick and vacation time may be used to supplement maternity/paternity leave up to one hundred (100) percent of regular pay.

- 6.3 **JURY DUTY:** An employee who is called to serve on jury duty shall be paid for actual hours worked for the Company. If this pay together with **their** jury duty pay does not equal **their** regular weekly pay, the Employer will make up the difference for a maximum of three (3) weeks, provided the employee works such hours as **they are** available during the hours when court is not in session. The above shall apply to petit jury duty only. An employee receiving full pay from **their** Employer while serving on a jury will be required to turn in to **their** Employer the jury duty pay for the period **they** served on the jury, not to exceed three (3) weeks.
- 6.4 **SICK LEAVE:** (1) This section shall cover all leaves caused by illness and accident and shall be referred to as "sick leave." Sick leave compensation shall commence from the first day of absence due to illness or injury at the employee's regular rate of pay and **their** regular workday hours. Sick leave shall be granted on the basis of up to seven (7) days, and such sick leave payment shall not affect the normal seven (7) days per year, as specified in Section 6.4 (1). (2) Additional sick leave may be granted to employees who are covered by the health and welfare insurance in accordance with Article IX. If the employee's illness or accident is to such an extent that the employee receives payment of sick leave from the health and welfare insurance, the Employer shall pay sick leave up to a maximum of seven (7) days, and such sick leave payment shall not affect the normal seven (7) days per year, as specified in Section 6.4 (1).
- 6.5 **FUNERAL LEAVE:** Employees may be granted up to three (3) days for a death in the immediate family. Immediate family shall mean spouse, parents, child, brother, sister, father-in-law, mother-in-law, and legal guardian, providing the employee attends the funeral.
- 6.6 **Election Cycle:** The Employer and the Union agree that during an election cycle employees work long days to get working class candidates elected. To recognize the time and effort that employees put into the election cycle employees will be allowed to work in a reduced capacity from home starting in approximately mid-November until the New Year. The employees will **required** to attend NEALC and Central labor Body functions and meetings per the Employer's request. The time **spent** on the leave will count as time worked.

ARTICLE 7 DISCIPLINE

- 7.1 Upon completion of the probationary period, employees shall be disciplined, suspended or discharged only for just cause. When an employee is to be disciplined, suspended or discharged the employee shall be talked to in private, with the union representative of their choice if available; if that person is not available, then another union representative may attend.
- 7.2 It is mutually understood and agreed that the concept of progressive discipline shall be recognized in Implementing and administering disciplinary procedures.

It is further understood that potentially serious violations of policy or work rules may dictate discipline outside the normal progression.

Disciplines shall not be used for progressive discipline purposes after approximately twelve (12) months following the date of the infraction that was the subject of the discipline.

7.3 The normal progression shall be as follows:

- 1. Verbal Warning - Shall be documented by date in the employee's personnel file with a notice sent to the Employee, Union and Employer.**
- 2. Written Warning - Shall be documented by date in the employee's personnel file with a notice sent to the Employee, Union and Employer.**
- 3. Unpaid Disciplinary Suspension(s) - Shall be documented by date in the employee's personnel file with a notice sent to the Employee, Union and Employer.**
- 4. Discharge - Shall be documented by date in the employee's personnel file with a notice sent to the Employee, Union and Employer.**

7.4 By signing the discipline, the Employee is only acknowledging that they received a copy of this notice. The following shall be included on the discipline below the signature line: "My signature only acknowledges receipt of this discipline."

ARTICLE 8
GRIEVANCE AND ARBITRATION PROCEDURE

8.1 Should a difference arise between the Employer and the Union or employees as to the meaning and application of the provisions of this Agreement or as to the compliance of either party with any of its obligations under this Agreement, or should there be any complaint or grievance by an employee of the Union or the Employer, an earnest effort shall be made to settle such differences immediately under the following procedure by negotiations:

- A. Between the employee affected and the Employer.**
- B. Between the employee and a representative of the Union and an executive of the Employer, at which time either party may call in an outside representative.**
- C. Any dispute, difference or grievance relative to the interpretation of or adherence to the terms of this Agreement which has not been concluded through the above procedure, it shall be reduced to writing and within ten (10) days after the Employer receives said written grievance the parties shall schedule a date in which to meet. The Employer shall have fifteen (15) days following the meeting to provide the Union with a written response.**

If the grievance is not resolved in Step C, the grieving party may refer the matter to arbitration. A demand for arbitration shall be in writing and must be received by the Employer within fifteen (15) calendar days of the receipt of the Employer's response to the Step C grievance meeting.

A representative of the Employer and a representative of the Union shall attempt to agree on a neutral arbitrator who shall hear and determine the dispute. If no agreement on a neutral arbitrator is reached, the arbitrator shall be selected from a list of nine (9) neutral arbitrators to be submitted to the parties by the FMCS. The parties shall alternatively strike names from the list with the party proceeding first to be determined by coin toss. The last remaining name on the list shall be the neutral arbitrator.

D. Authority of the Arbitrator. The Authority of the arbitrator shall be limited to making an award relating to the interpretation of or adherence to the written provisions of the Agreement and the arbitrator shall have no authority to add to, subtract from, ignore or modify in any way the terms and provisions of this Agreement. The hearing and the award of the arbitrator shall be confined to the issues raised in the grievance and the arbitrator shall have no power to receive evidence on or decide any other issues. The arbitrator shall render a decision within sixty (60) calendar days after the arbitration hearing, or within sixty (60) calendar days after the arbitrator's receipt of any post-hearing briefs, whichever is later. The award of the arbitrator shall be final and binding upon the Union, the Employer and individual employee filing the grievance.

E. Expenses. The fees and expenses of the neutral arbitrator or mediator shall be borne equally by the Union and the Employer.

F. Mediation. By mutual agreement, the parties may petition for a non-binding mediation of the grievance. This may be requested at any time after the written Step C response up until the day of arbitration.

G. If the Union should receive a report that the Employer failed to pay the wage scale hereinabove provided for, such Employer shall be obligated to show proof satisfactory to the Union that **they are** living up to the wage scale of the Agreement. In the event the Employer willfully violates any of the provisions of this Agreement relating to wages, hours of work, vacations, or any back pay owed, the employees because of such violation shall be paid by the employer at the rate of two (2) times the straight standard rate or overtime rate. Any back pay so ordered shall be deposited with the Union in the name of the employee. Notice of violations of any of the above terms shall be given to the Employer and the Union in writing not later than ten (10) days after such violations occurred. However, it is agreed and understood that any such claims shall not revert back longer than thirty (30) days.

H. No employee shall be discriminated against for Union activity and no employee shall be discharged for giving information for alleged violations of this Agreement to **their** representative or to any duly authorized representatives of the Union.

I. If after proper investigation it is found that an employee has been disciplined unjustly, **they** shall be reinstated with full rights and compensated for lost time and shall be paid if the claim is presented to the Employer in writing within ten (10) days after the suspension, demotion or dismissal in question.

ARTICLE 9
MISCELLANEOUS

- 9.1 No employee shall suffer any reduction in earning or loss in working conditions or past practices as a result of this Contract.
- 9.2 All employees shall be required to perform all work under their classification and to do relating work as assigned, **as determined by the job description. If the Employer changes the duties in any job or creates a new job, the Employer shall assign the level of pay to the changed or new job. If the Union disagrees with the proposed rate a grievance may be filed contesting the proposed rate. Each employee shall receive a copy of their job description for review on an annual basis.**
- 9.3 At a time determined by the Employer, employees must submit appropriate documentation prior to payroll being processed and checks being issued.
- 9.4 **Employees shall be allowed the opportunity to participate in voluntary training each calendar year that is not required as a condition of employment. Employees who elect to participate shall be compensated at their applicable straight-time rate for all training hours, with no loss of pay, benefits, or seniority. Participation in such training shall be strictly voluntary, and employees shall not be disciplined, evaluated negatively, or denied opportunities for declining to participate. Voluntary training shall be scheduled during regular working hours where practicable; when scheduled outside regular hours, such time shall be paid but shall not be considered overtime unless otherwise required by law or this Agreement. Voluntary training shall be approved and paid for by the Employer.**
- 9.5 The Union will not authorize, assist or support any strike or stoppage of work because of any matter covered by this Agreement and for which procedure for settlement herein provided is available, but has not been utilized.
- 9.6 Participation in any strike, slow down, sit down, or stoppage of work brought about either by action of the Union in violation of this Agreement or by action of individuals or groups without Union authority shall be just cause for dismissal or discipline by the employer of any and all employees participating therein. Any complaints as to the propriety of the disciplinary action taken by the Employer under this paragraph shall be taken up through the grievance and/or arbitration procedure provided in this Article.
- 9.7 Except as provided above, nothing herein shall affect the right of the Union to call, assist or support a strike officially authorized by the Union, nor shall it be deemed a violation of this Agreement for an employee to refuse to cross an established picket line. If a picket line is established, the Employer reserves the right to close its place of business, and the same shall not be considered a breach of this Contract.

ARTICLE 10
HEALTH AND WELFARE

10.1 All Employers who are or become signatory or bound by this Agreement agree to be bound by the Agreements and Declarations of Trust, as amended, establishing the Northern Minnesota-Wisconsin Area Retail Food Health and Welfare Fund, copies of which have been furnished on request to Employers bound hereby. It is agreed the provisions of said Agreements and Declarations of Trust and any rules, regulations or plans adopted by the Employer Trustees pursuant thereto shall become a part of this Agreement as though fully written herein. All Employers bound hereby irrevocably designate the Trustees of said Fund, and their successors as their representatives for the purpose set forth in said Agreements and Declarations of Trust.

10.2 FULL-TIME HEALTH AND WELFARE CONTRIBUTION RATES:

Effective March 1st, 2026, the Employer agrees to make a Health & Welfare contribution of two thousand **one hundred and seventy-four** dollars (**\$2174.00**) or the ARGA rate per month, whichever is greater, for Family coverage.

Effective March 1st, 2026, the Employer agrees to make a Health & Welfare contribution of **nine** hundred and **fifty-five** dollars (**\$955**) or the ARGA rate per month, whichever is greater, for Employees who choose single coverage.

If there is a Life changing event where the employee needs the Family Coverage, the Employer agrees to pay the Family Coverage Contribution.

The Employer agrees to pay a monthly contribution rate set by the Board of Trustees for each Full-Time employee. If a Full-Time employee provides Proof of Insurance through another source, such Full Time employee may opt not to receive the Health & Welfare provided in this contract in Article 9, Section 9.2, however, a Full-Time employee may opt into the Health & Welfare in Article 9, Section 9.2, consistent with the Plan Document.

10.3 The Employer agrees to pay the full-time contribution rate for each employee working an average of thirty (30) hours per week or more, and who is on the payroll on the first day of any month, in accordance with the following rules:

- 1) New employees hired shall have payment made on their behalf by the Employer so that the employee is benefit eligible the first of the month following their date of hire.
- 2) Payment to the Fund on behalf of the employees who are terminated due to discharge or voluntary termination of employment shall not be required commencing with the first of the month following the date of their termination.
- 3) Employees returning to work or reinstated following an absence from work where their seniority has not been interrupted shall have payments made on their behalf on the first of the month following their return to work.

- 10.4 In the event of absence of an employee from work because of injury, illness or sickness, the Employer shall continue to make the required contributions for a period of three (3) months from the date on which the employee leaves active employment due to injury, illness or sickness. In the event of leave of absence or in the event of employees who are laid off or are off because of illness, sickness or injury beyond the said three (3) months' period, they shall be permitted to continue coverage as a member of the group by paying in advance the regular monthly premium as paid by their Employers after the respective date that contributions by the Employers cease pursuant to the provisions hereof, provided that such coverage may be continued only to the maximum period allowed under the rules established by the Trustees.
- 10.5 During the times that the employees covered hereunder are on vacation, the Employer shall continue to pay the necessary contributions to secure coverage for the employees.
- 10.6 Contributions to the Trust Fund shall be due and payable fifteen (15) days following the end of the preceding month for all employees for whom contributions are required. The failure of an employer to pay all amounts due within thirty (30) days following the due date, whether willful or otherwise, shall subject the delinquent employer to a payment of liquidated of such as adopted by the Trustees. Payments and liquidated damages unpaid by the first day of the following month shall be subject to an interest charge on the payments and liquidated damages equal to the prime rate of the bank with which the Fund does its business.

If legal action is taken to recover the amount due the Trust Fund, the delinquent employer shall be required to pay all court costs, including reasonable attorney fees. In addition to the other provisions as herein set forth, any Employer who is delinquent in his payments to the Trust Fund shall make such Employer primarily liable and responsible to its employees or employee's estates or beneficiaries for any claim for benefits accruing to such employees or employees' estates or beneficiaries which would otherwise be due such employees or employees' estates or beneficiaries under the administration of this Trust Fund. The payment of any and all claims shall not operate to relieve such Employer from his liability to make the payments due the Trust Fund, including the liquidated damage payment.

Any Employer who on more than one occasion during any one year becomes delinquent in its payments to the Trust Fund shall be required to post a bond with the Trustees in an amount equivalent to the total contributions, which it was obligated to make during the preceding calendar year.

Non-payment by any Employer of any contributions or other monies owed to the Fund shall not relieve any other Employer from his or its obligation to make required payments to the Trust Fund.

- 10.7 In no event shall the provisions relating to Health and Welfare set forth herein be subject to or suitable for grievance and arbitration under the terms of this Agreement. The above paragraphs shall not be applicable when, in the judgment of the Trustees, the delinquency resulted from a clerical error or a bona fide difference or dispute concerning eligibility.

The Employer agrees that applicable payroll records shall be made available for audit to employees of the Health and Welfare Fund as directed by action of the Board of Trustees of these Funds.

- 10.8 In the event an increase is agreed to in the amount of either the payment to the Welfare Fund under the Labor Agreement between the Union and the Arrowhead Retail Grocer's Alliance, one of the parties that established such Fund, the Employer agrees to increase his payments to equal such increased amount effective on the same date as provided in such Agreement.
- 10.9 The Employer will reimburse employees up to \$2000.00 per year for medical expenses not covered by the employee's health insurance.

ARTICLE 11 **PENSION**

- 11.1 Effective May 1st, 2016, the Employer will continue to contribute six and one half percent (6.5%) into an IRA of the employee's choosing or will contribute six and one half percent (6.5%) into a 401(K) Plan of the employee's choosing; with an employee match of six and one half percent (6.5%). The employee would authorize the Employer to withhold that amount per pay period and forward it along with a form dedicating that amount to a 401(K) or IRA of the employee's choosing.
- 11.2 Effective May 1st, 2016, the Employer will contribute on behalf of all Bargaining Unit employees, an amount which equals six and one half percent (6.5%) of their salary on a monthly basis; into the UFCW Local #1189 and St. Paul Food Employees Defined Contribution Plan – 401(a).

All Bargaining Unit employees who are eligible under the Trust Agreement will be allowed to make Pre-Tax Contributions into the 401(K) Plan.

The Employer shall continue to make contributions during an approved leave of absence.

ARTICLE 12 **SEPARABILITY**

- 12.1 Should any part hereof or any provisions herein contained be rendered or declared illegal by reason of any existing or subsequently enacted legislation or by decree of a court of competent jurisdiction or an unfair labor practice by final decisions of a labor relations board of competent jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions hereto. Nothing herein shall be construed to replace or abridge the right of either party to appeal to court of administrative decrees or decisions.

In the event that any part or portion of this Agreement is declared illegal, the parties shall enter into immediate collective bargaining negotiations, upon the request of either party for the purpose of arriving at a mutually satisfactory replacement for such part or portion declared illegal.

If the parties do not agree on a mutually satisfactory replacement within sixty (60) days from the date of the notice of the parties requesting the commencement of collective bargaining negotiations, either party shall be permitted all legal or economic recourse in support of its demands, notwithstanding any provision of this agreement to the contrary.

ARTICLE 13 **DURATION**

- 13.1 The period of this Agreement shall be from **May 1st, 2026**, through **April 30th, 2029**, and shall automatically renew each year thereafter, unless sixty (60) days prior to the annual date of expiration, either party gives notice to the other party that the Agreement is to be terminated or amended. This Agreement will be retroactive during periods of negotiations and after its expiration date.

ARTICLE 14 **SEVERANCE PAY**

- 14.1 Upon the dismissal of any employee covered by this agreement for causes other than just cause, the EMPLOYER shall pay said employee as dismissal compensation a lump sum of money to be determined in accordance with the following schedule, computed at the average weekly wage received by the employee during the 12 months immediately preceding dismissal:

One week's pay after six months employment and one additional week's pay for each additional 26 weeks of continuous service or major fraction thereof, up to a maximum of twelve (12) weeks.

In the event of the employee's death, payment shall be made to the employee's designated beneficiary or to the employee's estate.

This provision shall not apply to extra or temporary employees. The resignation of any employee of The Northeast Area Labor Council shall not constitute a dismissal entitling the employee to severance pay.


- 14.2 Pay all accumulated benefits in the event of lay off, termination, not applicable to "accumulated sick days."
- 14.3 Severance pay shall not be paid when an employee retires under their pension plan.

IN WITNESS WHEREOF, we have set our hands and seals this 27 day of April, 2026.

NORTHEAST AREA LABOR COUNCIL
Duluth, MN

By  _____
Derek Pederson - President

UNITED FOOD & COMMERCIAL WORKERS
UNION, LOCAL #1189, Duluth, MN

By  _____
Stacy Spexet – Union Representative
UFCW Local #1189, Duluth, MN

**NORTHERN MINNESOTA - WISCONSIN AREA RETAIL FOOD
HEALTH AND WELFARE FUND PARTICIPATION AGREEMENT**

THIS AGREEMENT, made and entered into on this 27 day of April, 2026, by and between the Employer and the Union signatory hereto by their duly authorized representatives.

WITNESSETH:

WHEREAS, the Union and the Employer have entered into an Agreement which provides for participation in the NORTHERN MINNESOTA-WISCONSIN AREA RETAIL FOOD HEALTH AND WELFARE FUND in order to obtain health and welfare benefits for employees represented by the Union and employed by the Employer.

NOW, THEREFORE, for and in consideration of the premises and mutual covenants herein contained, and the acceptance of the parties as participants of said Trust Fund, the Union and the Employer hereby agree as follows:

1. The Union and the Employer agree to be bound by, and hereby assent to, all the terms of the Trust Agreement, creating said NORTHERN MINNESOTA-WISCONSIN AREA RETAIL FOOD HEALTH AND WELFARE FUND, all of the rules and regulations heretofore adopted by the Trustees of said Trust Fund pursuant to said Trust Agreement, and all of the actions of the Trustees in administering such Trust Fund in accordance with the Trust Agreement and rules adopted. The Union and Employer each acknowledge receipt of a copy of said Trust Agreement.
2. The Employer hereby accepts as Employer Trustees the present Employer Trustees appointed under said Trust Agreement and all such past or succeeding Employer Trustees as shall have been or will be appointed in accordance with the terms of the Trust Agreement.
3. In accordance with that certain collective bargaining agreement now in effect between the Union and Employer and which is made a part hereof by reference, the effective date of participation in the Welfare Fund is May 1, 2026
4. The Employer agrees to make contributions as provided in and required by said collective bargaining agreement and any succeeding collective bargaining agreements to the NORTHERN MINNESOTA-WISCONSIN AREA RETAIL FOOD HEALTH AND WELFARE FUND.

IN WITNESS WHEREOF, said Employer and Union have caused this instrument to be executed by their duly authorized representatives, the day and year first above written.

FOR THE EMPLOYER



Derek Pederson - President

FOR THE UNION



Stacy Spexet – Union Representative
UFCW Local #1189, Duluth, MN