LABOR AGREEMENT

between

RIEDELL SHOES, INC.
Red Wing, Minnesota

and

LOCAL NO. 527
as chartered by
UNITED FOOD AND COMMERCIAL WORKERS

Effective
April 1, 2026 through March 31, 2029

PREAMBLE

The Parties to this Agreement are Riedell Shoes, Inc. ("Employer") and Local No. 527, as chartered by the United Food and Commercial Workers ("Union").

ARTICLE 1
RECOGNITION

Section 1.1 - Recognition of Union

The Employer recognizes the Union as the exclusive representative of "employees" as defined in Section 1.2 of this Agreement.

Section 1.2 - Definition of Employees

Whenever used in this Agreement, the term "employees" shall mean all production, shipping, maintenance and warehouse employees employed by the Employer at its Red Wing, Minnesota facility; but excluding janitorial employees, office and plant clerical employees, managerial employees, sales employees, customer service employees, custom shoe employees, owners, contract employees, temporary employees as defined in Section 1.4 of this Agreement, casual part-time employees as defined in Section 1.5 of this Agreement, guards, confidential employees, supervisors as defined in the National Labor Relations Act, and all other personnel. While this Agreement is written in the male gender, it shall by this reference also include the female gender.

Section 1.3 - Definition of Probationary Employees

An employee who has never accrued seniority under this Agreement or predecessor agreements between the Employer and the Union, or an employee rehired after termination of seniority shall be in "probationary" status until he has been employed for seventy (70) calendar days. The discipline or discharge of an employee who is in probationary status shall not be a violation of this Agreement and shall not be subject to the grievance procedure outlined in Article 5.

Section 1.4 - Definition of Temporary Employees

"Temporary employees" are persons hired by the Employer to work for a period not to exceed ninety (90) days of actual work in a calendar year and, who, prior to the commencement of actual work have executed a written statement acknowledging such duration of employment. A person initially hired under such conditions may not actually work in excess of ninety (90) days in any calendar year, except by the mutual written agreement of the Employer and the Union. Temporary and contract employees shall not be employed if regular employees on layoff status are able to perform the available work. The Employer shall provide a list of all contract employees to the Union every three (3) months.

Section 1.5 - Definition of Casual Part-Time Employees

"Casual part-time employees" are persons employed by the Employer who normally work less than eighty (80) hours per calendar month. Casual part-time employees shall not be employed if regular employees on lay off status are able to perform the available work.

Section 1.6 - Definition of Full-Time Employees

Whenever used in this Agreement, a "full-time employee" shall mean an employee who is regularly scheduled by the Employer to work forty (40) or more hours per week.

ARTICLE 2
MANAGEMENT RIGHTS

Except as expressly modified or restricted by a specific provision of this Agreement, all statutory and inherent managerial rights and functions are retained and vested exclusively with the Employer, including, but not limited to the rights to reprimand, suspend, discharge, or otherwise discipline employees; to determine the number of employees to be employed; to hire employees, determine their qualifications, and assign and direct their work; to promote, demote, transfer, layoff, and recall to work; to set the standards of productivity, the products to be produced and/or the services to be rendered; to determine the amount and forms of compensation for employees; to maintain the efficiency of operations; to determine the personnel, methods, means, and facilities by which operations are conducted; to set the starting and quitting time and the number of hours and shifts to be worked; to use independent contractors to perform work or services; to subcontract, contract out, close down, or relocate the Employer's operations or any part thereof; to expand, reduce, alter, combine, transfer, assign, or cease any job, department, operation, or service; to control and regulate the use of machinery, facilities, equipment, and other property of the Employer; to introduce new or improved research, production, service, distribution, and maintenance methods, materials, machinery, and equipment; to determine the number, location and operation of departments, divisions, and all other units of the Employer; to issue, amend and revise policies, rules, regulations and practices; and to take whatever action is either necessary or advisable to manage and fulfill the mission of the Employer and to direct the Employer's employees. The Employer's owners shall have the unrestricted right to perform bargaining unit work. The Employer's failure to exercise any right, or function here-by reserved to it, or the Employer's exercise of any such right, or function in a particular way shall not be considered a waiver of the Employer's right to exercise such right or function, or preclude it from exercising same in some other way not in conflict with the express provisions of this Agreement.

ARTICLE 3
UNION RIGHTS

Section 3.1 - Union Shop Steward and Department Stewards

A. Recognition of Shop Steward and Department Stewards. The Employer will recognize a shop steward and department stewards to serve as the Union's agent in the representation of employees. The Employer shall not be required to recognize an employee as the shop steward unless the Union has informed the Employer, in writing, of the employee's name and designation as a shop steward.

B. Compensation of Shop Steward While Engaged in Union Activity. Except as specifically agreed to by the Employer, the shop steward shall not be compensated by the Employer for his duties as a shop steward and shall perform such duties during times when he is not scheduled to work for the Employer. If a steward is removed from his team at the request of the Employer to act in an official capacity, he will not lose any compensation for scheduled hours missed.

Section 3.2 - Union Visitation With Employer

The Union President, and such other Union representatives and/or agents, will be granted access to such areas of the Employer's premises and at such times as the Director of Manufacturing or designee may approve in advance of such visits.

Section 3.3 - Union Business Leave

An employee designated by the Union to attend Union-sponsored conventions and seminars shall be granted leave without pay for scheduled work hours lost for such purposes; provided that the total leave granted under this Section shall not exceed one hundred (100) hours per calendar year. The Union must notify the Employer in writing, at least seven (7) calendar days in advance of such seminar or convention, of the name of the employee designated to attend and the dates of his absence. The Employer may refuse to grant leave under this Section if, in the judgment of the Employer, the employee's absence would adversely impact the operations of the Employer.

Section 3.4 - Bulletin Boards

The Union may post, on bulletin boards provided by the Employer, social or recreational notices, official Union election notices and results involving the Employer's employees, or notices of Union meetings. All such notices shall be submitted to the Director of Manufacturing or his designee. The parties agree that all such postings will be in good taste.

Section 3.5 - Activity Notification

The Employer will provide the Union with a monthly list of all new hires, terminations, and layoffs by teams. The Employer will notify the shop steward before any employee is laid off, discharged or receives a warning. A copy of all written reprimands will be provided to the shop steward and emailed to the Union.

Section 3.6 – New Employees

The Employer will introduce new employees to the Union Steward on their first day of work.

The Employer will include a Union Representative in the New Hire Orientation that occurs when they have completed their probationary period.

ARTICLE 3A
UNION SECURITY

Section 3A.1 - Union Shop

A. Employees Who are Union Members When Agreement Becomes Effective. It shall be a condition of employment that all employees of the Employer covered by this Agreement who are members of the Union in good standing on the effective date of this Agreement shall remain in good standing and those who are not members on the effective date of this Agreement shall, after being employed for seventy (70) calendar days, become a member of the Union and tender to the Union: (i) an amount of money equal to the initiation fee uniformly charged by the Union to all employees who become members of the Union, and (ii) the amount of money equal to the monthly dues uniformly charged by the Union to all employees who are members of the Union. Thereafter, such an employee shall not later than the fifteenth (15th) calendar day of each calendar month of employment, tender to the Union an amount of money equal to the monthly dues uniformly charged by the Union to all employees who are members of the Union.

Section 3A.2 - Discharge of Employee for Failure to Comply

The Union may demand the discharge of any employee who, on any tender date specified in Section 3A.1, fails to comply with the provisions of that Section, by serving written notice thereof on the Employer not later than ten (10) calendar days after such tender date, if, prior to such tender date, the Union has notified the employee of the exact amount of the financial obligation due to the Union. As soon as the Employer verifies that the employee failed to comply with the provisions of Section 3A.1 and that the discharge of the employee would not otherwise be unlawful, the Employer shall discharge the employee.

Section 3A.3 - Checkoff

Upon receipt by the Employer of a checkoff authorization form, provided by the Union and approved by the UFCW International Union, dated and executed by an employee, the Employer shall deduct from the wages owed such employee for the first payroll period ending in each calendar month following receipt of such checkoff authorization, until such checkoff authorization is revoked by the employee in accordance with the terms thereof, the Union's membership dues for the month in which such deduction is made. The Employer will forward the monies so deducted to the Treasurer of the Union not later than the fifteenth (15th) day of the calendar month in which the deduction is made. The Employer shall deduct from an employee's wages only that amount of money which the Treasurer of the Union has certified to the Employer, in writing, is the amount of dues, properly established by the Union in accordance with applicable law and the Union's constitution and bylaws, required of all employees as a condition of acquiring or retaining membership in the Union. If, for any payroll period in which the Employer is obligated to make deductions, the wages owed an employee (after deductions) are less than the amount of money which the employee has authorized the Employer to deduct, the Employer will so state on the Union forms provided and the Union will make its own arrangements with that employee as to payment.

Section 3A.4 - Checkoff Authorization Form

The Employer shall not deduct any monies from an employee's wages, unless the checkoff authorization has been executed by the employee.

Section 3A.5 - Indemnification of Employer

The Union shall defend, indemnify, and save the Employer harmless against any and all claims, demands, suits, grievances, or other liability that arise out of or by reason of actions taken by the Employer pursuant to this Article.

ARTICLE 4
NO STRIKES OR LOCKOUTS

Section 4.1 - No Strikes

In consideration of the Employer's commitment as set forth in Section 4.3 and Article 5 and 6 of this Agreement, the Union, its officers, agents, representatives, stewards, committeepersons and members, and all other employees shall not, in any way, directly or indirectly, instigate, authorize, participate in, or condone any strike, sympathy strike, slowdown, work stoppage, or any other interference with or interruption of work at any of the Employer's operations during the term of this Agreement.

Section 4.2 - Discipline for Violation of Section 4.1

The failure or refusal on the part of any employee to comply with the provisions of Section 4.1 of this Agreement shall be cause for immediate discipline, including discharge. The failure or refusal by a Union officer, agent, representative, steward or committeeperson to comply with the provisions of Section 4.1 of this Agreement constitutes leading and instigating a violation of Section 4.1, it being specifically agreed that the Union officers, agents, representatives, stewards and committeepersons, by accepting such positions, have assumed the responsibility of affirmatively preventing violations of Section 4.1 of this Agreement by reporting to work and performing work as scheduled and/or required by the Employer. In the event of a violation of Section 4.1, the Union agrees that, upon receipt of a written notice by email, registered mail or fax transmittal, it will immediately send to the Employer a written statement addressed to employees and signed by an officer of the Union declaring the strike unauthorized and directing the involved employees to return to work.

Section 4.3 - No Lockouts

In consideration of the Union's commitment as set forth in Section 4.1 and Articles 5 and 6 of this Agreement, the Employer shall not lock out employees during the term of this Agreement.

ARTICLE 5
GRIEVANCE PROCEDURE

Section 5.1 - Definition of Grievance

Any controversies arising out of the interpretation or adherence to the Articles of this Agreement shall be settled in the following manner.

Section 5.2 - Procedural Steps

A. Step 1 - Oral Notice to Immediate Supervisor. Not later than five (5) workdays after the event giving rise to the grievance, or five (5) workdays after the employee should reasonably have learned of the event giving rise to the grievance, whichever is later, the employee must discuss the grievance with his immediate supervisor. The employee will include a steward in this discussion. If the grievance involves the introduction of a new time standard, the employee must discuss his grievance with his immediate supervisor no sooner than twenty (20) and no later than forty (40) actual days of work on the new standard. The immediate supervisor shall orally respond to the employee not later than five (5) workdays thereafter. If a new time standard is timely grieved and subsequently determined to be incorrect, by agreement between the parties or an arbitrator, the corrected time standard shall be retroactive to the employee's first day of actual work on the new standard.

B. Step 2 - Written Grievance to Immediate Supervisor. If the grievance is not settled at Step 1, the employee or steward, not later than five (5) workdays after the event giving rise to the grievance, or five (5) workdays after the employee should reasonably have learned of the event giving rise to the grievance, whichever is later, must submit a written grievance to the immediate supervisor. If the grievance involves the introduction of a new time standard, the employee, or steward, must submit a written grievance to the employee's immediate supervisor within five (5) workdays of the supervisor's Step 1 response. The immediate supervisor shall give his written answer to the grievance within five (5) workdays after receipt of the grievance. Note – Workdays are regular production days Monday through Friday.

C. Step 3 - Meeting with Director of Manufacturing. If the grievance is not settled at Step 2, the employee, not later than five (5) workdays after receipt of the immediate supervisor's written answer at Step 2, may file a written appeal of that answer to the Director of Manufacturing. Not later than five (5) workdays after receipt of the written appeal, the Director of Manufacturing, and/or his designee, shall meet with the employee, the employee's shop steward, and the Union President and/or designee. The Director of Manufacturing, and/or his designee, shall give his written answer to the grievance within five (5) workdays after such meeting, which answer shall be final and binding on the employee, the Union and the Employer, unless it is timely appealed to mediation or arbitration by the Union in accordance with the procedures set forth in Article 6 of this Agreement.

D. Step 4 – Mediation. If the grievance is not settled at Step 3, and the union notifies the Employer within five (5) workdays, then the grievance may proceed to mediation. A mediator shall be appointed by the Bureau of Mediation Services or the Federal Mediation Service to hear the dispute. Mediation shall take place within forty-five (45) days of the completion of Step 3 in an attempt to resolve the grievance. If the Employer or Union does not agree to mediation or if mediation fails to resolve the grievance, the dispute may proceed directly to the procedures set forth in Article 6 of this Agreement.

Section 5.3 - Written Presentation

All grievances presented at Step 2 of the procedure set forth in Section 5.2 of this Agreement shall set forth the facts pertaining to the dispute, the contract provision(s) at issue, the names of the aggrieved employee(s), and the remedy sought. All grievances at Step 2 and appeals at Step 3 of the procedure set forth in Section 5.2 of this Agreement shall be signed and dated by the aggrieved employee and/or the steward.

Section 5.4 - Time Limitations

No grievance shall be accepted by the Employer unless it is submitted or appealed within the time limits set forth in Section 5.2 of this Agreement. If the grievance is not timely submitted at Step 1 and Step 2, it shall be deemed waived. If the grievance is not timely appealed to Step 3, it shall be deemed to have been settled in accordance with the Employer's Step 2 answer. If the Employer fails to answer within the time limits set forth in Section 5.2 of this Agreement, the grievance shall automatically proceed to the next step. The time limits and steps provided in 5.2 may be extended or eliminated upon written agreement between the parties.

ARTICLE 6
ARBITRATION

Section 6.1 - Appeal Procedure

Any grievance, as defined in Section 5.1 of this Agreement, that has been properly and timely processed through the grievance procedure set forth in Article 5 of this Agreement and that has not been settled at the conclusion thereof, may be appealed to arbitration by the Union serving the Employer with written notice of its intent to appeal. The failure to appeal a grievance to arbitration in accordance with this Section 6.1 not later than the Wednesday following the next regularly scheduled Union Executive Board Meeting after receipt of the written answer of the Employer at Step 3 or the conclusion of Step 4, of the grievance procedure set forth in Article 5 of this Agreement shall constitute a waiver of the Union's right to appeal to arbitration, and the written answer of the Employer at Step 3 of the grievance procedure shall be final and binding on the aggrieved employee, the Employer and the Union.

Section 6.2 - Selection of Arbitration

Not later than ten (10) calendar days after the Union serves the Employer with written notice of intent to appeal a grievance to arbitration, the Employer and the Union shall jointly select an arbitrator. If the parties are unable to agree upon an arbitrator, they shall request the Federal Mediation and Conciliation Service (FMCS) to furnish, to the Employer and the Union, a list of five (5) qualified and impartial arbitrators. If the grievance involves the establishment or revision of a time standard, the Parties agree to request an arbitration panel of qualified industrial engineers from the FMCS. Within ten (10) calendar days after receipt of that list by the Employer, the Employer and the Union shall alternately strike names from the list, until only one (1) remains. The Union shall make the first strike. The arbitrator whose name remains shall hear the grievance.

Section 6.3 - Arbitrator's Jurisdiction

The jurisdiction and authority of the arbitrator and his opinion and award shall be confined exclusively to the interpretation and/or application of the express provision(s) of this Agreement at issue between the Union and the Employer. He shall have no authority to add to, detract from, alter, amend, or modify any provision of this Agreement; to impose on either party a limitation or obligation not explicitly provided for in this Agreement; or to establish or alter any wage rate or wage structure unless expressly authorized to do so by the parties. The Arbitrator shall not hear or decide more than one (1) grievance without the mutual consent of the Employer and the Union. The written award of the arbitrator on the merits of any grievance adjudicated within his jurisdiction and authority shall be final and binding on the aggrieved employee, the Union and the Employer.

Section 6.4 - Fees and Expenses of Arbitration

The fees and expenses of the arbitrator shall be shared equally by the Employer and the Union. All other preparation, presentation, and witness expenses shall be borne by the party incurring them.

ARTICLE 7
SENIORITY

Section 7.1 – Definitions

A. Seniority. Seniority shall mean an employee's length of continuous service, measured in calendar days, following completion of the probationary period set forth in Section 1.3 of this Agreement. If application of the preceding sentence results in two or more employees having the same seniority, the employee whose name appears earlier on the Employer's alphabetical listing of employees shall be deemed more senior. Seniority shall not accrue to a probationary employee until completion of the probationary period set forth in Section 1.3 of this Agreement, at which time the employee shall possess seniority as defined herein. Seniority shall be applicable only as expressly provided in this Agreement.

B. Team Seniority. Team seniority shall mean the employee's total company seniority and shall be applicable only as expressly provided in this Agreement. Jobs that were previously part of one Team may be placed in two Teams or a different team. Operators who are qualified on that job will be asked, by seniority, which Team they would like to join. If they elect to follow the job, they will carry their seniority with them to the new Team. They will then be expected to become a full member of that Team, learning other jobs in that area so they may rotate.

Section 7.2 –Temporary Transfer-Bumping-Layoffs

A. Temporary Transfer. The Employer may temporarily transfer an employee to another team or department for ten (10) or fewer consecutive regular workdays on which such employees would normally be scheduled to work. If the employee is needed for a period longer than ten (10) consecutive regular workdays the employer must bump from an over-staffed area. The Employer shall not be restricted in selecting the employees who will be transferred from a team, and the Employer will follow team seniority if practical. In instances where one or more temporary transfers may result in an employee performing duties that might cause the employee a physical hardship, the Employer and the Union shall discuss such issue and possible accommodations upon the request of the Union.

B. Bumping. An employee who is bumped from his team shall exercise seniority to bump back to a team in which he previously worked, (e.g., fitting and finishing etc). If the employee is not qualified he will be allowed a training opportunity of up to twenty (20) workdays or be permitted to exercise his seniority in another team in which he is qualified. If the employee has no other team seniority he will be permitted, at that time, to select a team with an opening on the basis of his seniority and will carry his seniority with him. If the employee posts into that team he will keep his seniority and not be required to return to his previous team upon recall.

C. Layoff. If the Employer determines that it is necessary to reduce or layoff the number of employees in the bargaining unit for more than three (3) consecutive regular workdays on which such employees would normally be scheduled to work, the Employer will layoff the employees with the least amount of seniority. If necessary to meet the production needs of the Employer, the most senior qualified employee may be retained regardless of their relative seniority standing with involvement of the shop steward. Excluding maintenance positions, the Employer agrees to begin training a senior employee for an available team opening within fifteen (15) calendar days of his layoff from the plant. If that senior employee is unable to qualify, he will be permitted to exercise "bump back" rights to a previous team in which he is qualified. He will "bump" the least senior employee from that team and must either be able to perform the operations in the "zone" of the employee that he "bumped" or if agreed upon, the area designated by the Team, Supervisor and employee. If the employee has no other team rights, he will be required to select a team with an opening on the basis of his seniority and will carry his seniority with him. A reduction in the number of hours scheduled in a workday or workweek shall not constitute a layoff.

Section 7.3 - Recall

A. Order of Recall. If the Employer determines to fill a vacancy in a team from which employees are laid off, such employees shall be recalled in the reverse order of layoff. An employee must return to his previous team when it becomes available. If necessary to meet the production needs of the Employer, the most senior qualified employee may be recalled regardless of their relative seniority standing with involvement of the shop steward.

B. Notice of Recall. The Employer will forward notice of recall by certified mail to the last known address of the employee as reflected on Employer records. The employee must, within five (5) working days of delivery or attempted delivery of the notice of recall, notify the Employer of his intent to return to work on the date specified for recall and, thereafter, return to work on such date. Unless prevented by illness or other reason approved by both the Employer and the Union.

Section 7.4 - Filling of Vacancies

A. Appointed Positions. Quality Control, Backshoe, Lead, Training Instructor and Maintenance positions shall be appointed by the Employer in accordance with its sole judgment. The Employer will post a sign-up sheet on the employee bulletin board at least twenty-four (24) hours before filling these positions. The sign-up sheet will be valid for six (6) months. In making an appointment, the Employer shall not be limited to those employees who sign up for the position.

B. Posting and Bidding. Excluding jobs created by contract work and temporary transfers, the Employer will post team openings. If the opening is the result of an Employee leaving the team, then that position shall be the opening if agreed upon by the team and subject to the approval of management. If the opening is the result of increased production the team shall recommend the area the new Employee shall work in. The Employer shall not be required to post more than one (1) team opening, involving movement of existing employees, in a thirty (30) day period. The Employer will post a notice of the team opening on the employee bulletin board for 2 workdays. The Employer shall not be required to post a notice of vacancy or opening in a team more than once every thirty (30) calendar days (beginning when the employee enters the team) for the same vacancy or opening. All postings shall remain valid for sixty (60) calendar days. If nobody signs the posting and there is no need for an additional employee in the plant, the least senior employee in a team that is overstaffed will fill the opening and build rights on that position. (Agreed that this only applies to posted positions that employees post into or are assigned to; it does not apply to bumping.) The Employer will determine which team is overstaffed. A steward may submit the name of an employee who is absent from work during the posting period, if the employee so requests.

1. Only employees who have completed their seventy (70) day probationary period and do not have an active written warning may sign postings.

2. An employee is permitted one (1) successful posting per year.

C. Selection. From among the employees eligible for a posted team opening, who submit bids for the opening, the Employer will award the position to the employee, with the most seniority. An employee awarded a posting will begin work on his new job within fifteen (15) calendar days. If additional time is required, the Employer will consult with the shop steward. The Employer shall not be required to hold a posted position beyond thirty (30) calendar days when the senior, eligible bidder is unable to report for work. If no employees eligible for the posted opening submit bids, the Employer may fill the job from any source. Prior to filling the opening, the Employer may temporarily appoint any employee.

D. Return to Previous Team. During the qualifying period listed in Section 7.5, an employee who has been awarded a posted position may return to his previous team. Should the employee elect to return to his previous team, he shall forfeit the right to bid for twelve (12) months.

Section 7.5 - Team Qualifying

An employee who begins work on a new team as a result of transfer, bid or bump, shall serve a training period in which to qualify. The training period shall be a maximum of fifty (50) workdays. The training period may be extended / reduced at the option of the Employer. The Employer will provide the Union with notice of any changes to the training period. At any time during or after the training period, the Employer shall have the right to remove an employee who is unable to perform the job.

Section 7.6 - Production Requirements

Nothing in this Article 7 shall be interpreted or applied to prevent the Employer from assigning duties to employees or transferring employees to various teams to meet the production requirements of the Employer.

Section 7.7 - Termination of Seniority

An employee's seniority shall be terminated and his rights under this Agreement forfeited for the following reasons:

A. Discharge, quit, retirement, or resignation;

B. Failure to give notice of intent to return to work after recall within the time period specified in Section 7.3 B of this Agreement, or failure to return to work on the date specified for recall, as set forth in the written notice of recall;

C. Failure to return to work upon expiration of a leave of absence;

D. Layoff for a period of twelve (12) months.

Section 7.8 - Return of Personnel to the Bargaining Unit

A person who, after transfer or promotion out of the bargaining unit, remains in the continuous employ of the Employer may be transferred, at the sole option of the Employer and notwithstanding any other provision of this Agreement, to a position in the bargaining unit previously held by the person on the basis of his seniority. Any employee moving out of the bargaining unit after April 26, 1995 will, after a six (6) month trial period, cease to accrue seniority for purposes of returning to the bargaining unit. If the transfer of such a person to the bargaining unit requires the layoff of an employee, the employee with the least seniority in which the transfer occurs will be laid off. An employee who is laid off pursuant to this Section shall be permitted to bump in accordance with 7.2.B. Any Employee returned to the bargaining unit shall not be employed while other bargaining unit employee's with greater seniority are laid off.

ARTICLE 8
WAGES

Section 8.1 - Straight-Time Rate of Pay

Except as otherwise specified in this Agreement, an employee shall be paid the straight-time hourly rate of pay for all time which the employee is entitled to compensation pursuant to a provision of this Agreement. The straight-time hourly rates of pay are set forth in Appendix 1.

Section 8.2 - Overtime Rate of Pay

An employee shall be paid one and one-half (1½) times his straight-time hourly rate of pay for all hours actually worked, and hours considered as worked (outlined in Section 11.7) in excess of forty (40) hours in a workweek.

Section 8.3 - Saturday and Sunday Work

An employee shall be paid one and one-half (1½) times his straight-time hourly rate of pay for all hours worked on Saturday or Sunday.

Section 8.4 - Reporting Pay

All employees who report to work at a time scheduled by the Employer shall be entitled to a minimum of two (2) hours of work, four (4) hours on Saturday or Sunday for non-maintenance personnel, unless the Employer is unable to provide work for reasons beyond its control, or the Employer has notified the employee at least one hour in advance of his scheduled shift not to report.

Section 8.5 - Transferred Employees

An employee who is temporarily transferred out of seniority from his regular team shall receive his regular rate of pay. If he is the least senior employee in the Team he was transferred from, he shall receive his regular rate of pay.

Section 8.6 - No Duplication or Pyramiding of Overtime and Other Premium Pay

There shall be no pyramiding or duplication of overtime and/or premium pay for the same hours worked.

ARTICLE 9
HOURS OF WORK

Section 9.1 - Purpose of Article

The sole purpose of this Article is to provide a basis for the computation of straight-time, overtime and other premium wages, and nothing contained in this Agreement shall be construed as a guarantee or commitment by the Employer to any employee of a minimum or maximum number of hours of work per day, per week or per year. The Employer reserves the sole and exclusive right to schedule its operations. The Employer's pay records, procedures, and the express provisions of this Agreement shall govern the payment of all wages.

If the employer participates in the Minnesota Shared Work program the following shall apply:

- **The Employer shall schedule no more than a total of twenty seven (27) involuntary short work weeks in a rolling 12-month period. If more than ten (10) involuntary short work weeks are scheduled, the Union and Employer shall meet to discuss scheduling alternatives.**
- **The Employer may schedule voluntary short work weeks, voluntary short work weeks shall not apply to the limitations stated above.**
- **Employees will not be required to use more PTO hours than their scheduled hours that week.**

Section 9.2 – Workweek

The workweek shall consist of seven (7) consecutive days beginning on Monday.

Section 9.3 - Regular Workweek

The regular workweek shall consist of forty (40) hours of work within the workweek.

Section 9.4 – Workday

A workday is a period of twenty-four (24) consecutive hours beginning immediately after midnight on one day and ending at midnight on the following day.

Section 9.5 - Regular Workday

A regular workday shall generally consist of eight and one-half (8½) hours of actual work on Monday through Thursday and six (6) hours of actual work on Friday.

Section 9.6 - Starting Times, Breaks and Meal Periods

Starting times, breaks and meal periods will be posted in accordance with the needs of the business. The Employer will provide employees with twenty-five (25) minutes of paid rest periods and a one-half (½) hour, unpaid, meal period during each regular workday Monday through Thursday. Employees will be provided with twenty (20) minutes of paid rest periods on Friday.

Section 9.7 - Overtime Work

The Employer shall determine when and in which teams overtime will be worked. Overtime will be offered to and required of employees on the basis of seniority, provided that such employees are qualified to perform the available work. When practical, the Employer will permit all teams to work overtime work required on Monday through Thursday to be worked either at the end of the shift or before the start of the shift on the next day. The Employer shall notify an employee of required overtime on Friday afternoon or Saturday no later than noon on Thursday. Advance notification of overtime shall not be required in cases of emergency. An employee not excused by the Employer from performing assigned overtime, who fails to report for such overtime, will be subject to appropriate discipline.

ARTICLE 10
HOLIDAYS

Section 10.1 - Holidays Celebrated

The following holidays shall be observed:

New Year's Day	Good Friday

Memorial Day	Labor Day
Thanksgiving Day	Day after Thanksgiving*
Day before Christmas	Christmas Day

Should an observed holiday fall on a Saturday or Sunday, the Employer will, at its discretion, choose to observe either the Friday before or the Monday after the holiday.

*The employer can require up to six (6) employees from the Shipping and Attaching area to work the day after Thanksgiving. Of the 6 employees required, two (2) must be trained/qualified and able to run the shipping terminal, one (1) must be trained/qualified and able to kit work for the attaching area and one (1) must be trained/qualified and able to attach plates. The employer will post for volunteers the first week of October, and those working will be notified by the 1st of November. It will be offered to ALL qualified employees based on seniority and required of Shipping and Attaching employees based on seniority.

<u>Section 10.3 - Eligible Employees</u>

Each full-time employee who has completed his probationary period and who has actually worked during the seven (7) day period immediately preceding the date

observed as a holiday or who was on PTOduring that seven (7) day period, and who actually works his last scheduled workday before and first scheduled workday after the date observed as the holiday, shall be eligible for the benefits set forth in this Article. Exceptions to this requirement will be granted due to emergencies (e.g., hospitalization, auto accident, fire, family death, natural disaster). Exceptions may also be granted for pre-approved absences. Such cases will be decided on an individual basis, including consideration of the employee's attendance record.

<u>Section 10.4 - No Work on Holiday</u>

An eligible employee who is not required to work on the day observed as a holiday shall receive eight (8) hours of pay at his current hourly rate.

Section 10.5 - Work on the Holiday

An eligible employee who is required to work on the day observed as a holiday shall receive his straight-time rate of pay for all hours actually worked on that day, in addition to eight (8) hours of pay at his straight-time hourly rate. An employee who is required to work on the day observed as a holiday and who does not report to work shall be ineligible for benefits under this Article for that holiday.

Section 10.6 - Overtime Credit

Hours which an employee does not work but for which he is compensated pursuant to this Article will be considered hours worked for the purpose of computing overtime eligibility under Section 8.2 of this Agreement. An employee will not, however, accrue overtime credit when using PTOto replace scheduled overtime hours.

ARTICLE 11
PTO

Section 11.1 - Eligible Employees

A full-time employee who has completed the full amount of continuous service listed in Section 11.3, prior to January 1 of each year, shall be entitled to a paid PTO benefit. The length of continuous employment required to qualify for PTO benefits is measured from the employee's plant seniority date to January 1 of each year.

Section 11.2 – Termination, Layoff or Resignation

Unless terminated for behavior related to just cause or job abandonment, employees will be paid out all unused PTO at time of their separation from employment.

Section 11.3 - PTO Allotment

The amount of paid PTO time to which an employee shall be entitled during any calendar year shall be determined by the number of years of continuous service completed by the employee as of January 1, in accordance with the following chart. For purposes of eligibility for PTO only, all Company employees employed as of April 1, 2013 shall have an anniversary date of January 1. Employees hired after April 1, 2013 shall have their date of hire as their anniversary date for purposes of PTO eligibility.

Length of Continuous Service	Hours Paid PTO
Less Than 3 Years	96
3 Years but Less Than 8 Years	136
8 Years but Less Than 15 Years	176
15 Years or More	216

Employees will receive their current hourly rate of pay for all PTO hours paid.

Employees will be paid their PTO in the payroll the PTO is taken.

Any unused PTO will be paid in the last payroll of the calendar year.

New employees:
In first calendar year of employment shall accrue Paid Time Off (PTO) at a rate of one (1) Hour for every thirty (30) hours worked.

January 1, of the year following the employee's date of hire, employees shall be granted a PTO allotment of ninety-six (96) hours and will follow the scale shown above thereafter.

Section 11.4 - PTO Scheduling

The Employer will normally close its plant for one (1) **or two (2)** weeks beginning the week of July 4th for the purpose of granting a uniform vacation period. The Employer will staff maintenance, shipping and attaching as needed during the shutdown by posting a sign-up sheet the first full week of April and selecting qualified volunteers. If the Employer is unable to staff by volunteers, it will provide sixty (60) calendar days advance notice to those junior, qualified employees required to work during plant shutdown. All other employees **will have the option to use PTO or take the time unpaid.**

Employees may take PTO time in hourly increments.

Employees must request PTO no later than the end of the shift, the day before the day PTO will be taken. Seniority shall be used to resolve any scheduling conflicts. The Employer shall retain the final right to approve, deny, schedule and cancel all PTO requests to meet production requirements.

Section 11.5 - Accumulation and Use of PTO

An employee shall not accumulate and carry over unused PTO from one PTO year to the next. Employees will receive PTO pay in lieu of PTO hours not used by the end of the PTO year.

Section 11.6 - Deceased Employee

PTO pay due a deceased employee shall be paid to the employee's estate.

Section 11.7 - Overtime Credit

Hours which an employee does not work but for which he is compensated pursuant to this Article, will be considered hours worked for the purpose of computing overtime eligibility under Section 8.2. An employee will not, however, accrue overtime credit when using PTO time to replace scheduled overtime hours.

ARTICLE 12
LEAVES OF ABSENCE

Section 12.1 - General

Leaves of absence shall be granted to employees as required by federal and state statutes, the Employer's policies and as provided by provisions of this Article. Unless otherwise stated, or provided for by other provisions in this Agreement, all leaves of absence shall be without pay and without loss of seniority. Except for emergency situations, all requests for a leave of absence must be made in writing, and approved by the Employer, prior to the start of the leave. If possible, requests should be made at least one month in advance of the desired starting date. The Employer will provide written notice to the shop steward of leaves and send an email copy to the Union.

Section 12.2 - Medical Leave

An employee who has completed his probationary period and becomes unable to work because of illness or injury shall be granted a leave for a period of up to thirty (30) calendar days. Such leave shall be granted after an employee has exhausted any available leave provided by federal or state law. For example, if an employee qualifies for an FMLA leave, the employee will first be placed on FMLA leave. If the employee's medical condition requires additional leave, it will be granted in accordance with this section. An employee who is absent from work for four (4) or more consecutive workdays shall present a doctor's statement which confirms the employee's ability to return to his regular work assignment. The Employer reserves the right to select its own physician to conduct an examination of an employee on medical leave. Such examination shall be made at the Employer's expense.

Section 12.3 - Court Leave

An employee who has completed his probationary period and who is scheduled to report for jury duty, shall be entitled to leave with pay for scheduled work hours lost as a result of such service. For each hour of such leave taken, the employee will be compensated by the Employer in an amount equal to his straight-time rate of pay less the amount received by the employee from the government, excluding any mileage allowance. An employee who reports for such service and is excused therefrom shall immediately contact his supervisor and report for work. In order to be paid by the Employer for such leave, the employee must submit written proof, executed by the administrator of the court, of having served, the duration of such service, and the amount of compensation received for such service.

Section 12.4 - Funeral Leave

An employee who has completed his probationary period shall be entitled to leave with pay for a maximum of twenty-four (24) scheduled work hours for the purpose of arranging for or attending the funeral of the employee's:

spouse	children (including stepson and stepdaughter)
brother/sister	mother/father.

An employee shall be entitled to leave with pay for a maximum of sixteen (16) scheduled work hours **for the purpose of arranging for or attending the funeral** in the event of the death of the employee's:

father-in-law/mother-in-law	stepfather/stepmother
grandchildren	grandparents

Eight (8) scheduled work hours of paid leave may be taken **for the purpose of arranging for or attending the funeral** the funeral of the employee’s:

son-in-law/daughter-in-law	brother-in-law/sister-in-law
grandparent-in-law	stepbrother/stepsister

(NOTE: This requirement to attend the funeral applies to all employees on funeral leave.) The employee shall be paid his straight-time hourly wage rate for such leave. If a recognized holiday, listed in Section 10.1, or paid PTO period occurs during the period an employee is on funeral leave, the employee shall receive PTO or holiday pay. An employee will not receive double pay for any such days.

ARTICLE 13
HEALTH AND WELFARE

Section 13.1 - General Eligibility

The Employer agrees to provide a health, disability and life insurance program for full-time employees who have completed the probationary period defined in Section 1.3. An employee other than a full-time employee shall not be eligible for the benefits set forth in this Article.

Section 13.2 - Scope of Employer Responsibility

The Employer's responsibility under this Article is limited to the payment of Health Savings Account contributions and required premiums to purchase the benefits described in Sections 13.3, 13.4, 13.5, Appendix A, and the Participation Agreements executed by the Employer and the Union. The Employer shall have no liability for the failure or refusal of the insurance provider to honor an employee's claim or to pay benefits. Terms of the actual plans selected by the Employer and the Union shall be controlling. No dispute arising under or relating to this Article shall be subject to the grievance or arbitration procedure set forth in this Agreement, except an allegation that the Employer has failed to pay the premiums required to purchase the insurance coverage.

Section 13.3 - Medical Benefits

Health Insurance

The Employer shall provide health insurance coverage through the UFCW National Health and Welfare Fund. Responsibility for premium payments to the UFCW National Health and Welfare Fund for the duration of this Agreement are set forth in EXHIBIT A.

The Union and Employer will meet quarterly to review most recent claim and contribution reports of the plan, provided quarterly by the UFCW National Health and Welfare Fund.

If the Annual renewal exceeds 12%, the Union and Employer will meet to discuss other Health Insurance options and determine if the Health Insurance should be moved away from the UFCW National Health and Welfare Fund to a more economical option.

Dental Insurance

The Employer shall maintain the dental insurance program in place at the expiration of the previous agreement for the life of this agreement. Dental benefits shall be provided to employees on an elective basis pursuant to the terms and conditions of the plan. For the life of this agreement, participating employees shall contribute $20.00 per month for family dental coverage and $10.00 per month for single dental coverage.

Section 13.4 - Life Insurance

The Employer will purchase for eligible employees, at no cost to the employee, life insurance coverage which, in the event of the death of an employee while employed by the Employer, will provide a benefit of $20,000

Section 13.5 - Disability Plan

The Employer will make available to all eligible and properly enrolled employees a disability plan selected by the Employer. The weekly benefit is 60% of the employee's weekly income to a maximum of **$500.00** per week. The funding of the plans shall be by employee contributions through payroll deduction. Benefits will be paid in accordance with terms of the plan. Any change in benefit levels or terms of the disability plan will not be made without agreement of the Union. This plan is not tied to the Medical Plan. Employees may purchase Short Term Disability coverage even if they choose to waive Health/Dental coverage.

NOTE: Benefits will be taxed in accordance with applicable IRS regulations.

Section 13.6 - Continuation of Coverage

Subd. 1. Medical Leave

The Employer will continue to make its contributions for the medical, dental (Section 13.3) and life insurance (Section 13.4) benefits in this Article for employees on an approved medical leave of absence for up to four (4) months per year. This period shall include any leave taken pursuant to federal and state law (e.g., FMLA) during which the Employer continued to make its contribution.

The employee must submit directly to the Employer, not later than the first of each month, the amount of contribution owed by the employee to retain coverage. After four (4) months, the Employer's contributions shall cease and the employee may elect to continue coverage on a self-pay basis as provided by Minnesota and Federal law.

Subd. 2. Layoff and Termination

The Employer will discontinue making the medical benefits contribution specified in Section 13.3, and premium for life insurance in Section 13.4, when an employee is laid off or his employment terminated. Employees may elect to continue coverage on a self-pay basis as provided by Minnesota and Federal law.

EXHIBIT A - HEALTH INSURANCE PLAN CONTRIBUTIONS

Employer Contributions

Effective May 1, 2026, employees of the Employer shall be covered by the UFCW National Health and Welfare Fund.

Effective May 1, 2026, through April 30 2029, the Employer shall make the following monthly contributions:

Employees requesting "Single" coverage - $729.62
Employees requesting "Dependent" coverage - $1511.73

Employee Contributions

Effective May 1, 2026, employees requesting health insurance coverage shall make the following monthly premium contributions:

Employees requesting "Single" coverage - $127.65
Employees requesting "Dependent" coverage - $283.59

Contribution Adjustments for Years 2 and 3 of the Agreement

The Employer will pay the first six percent (6%) of any health insurance premium increases. Employees shall be responsible for all premium increases in excess of six percent (6%). In the event premium increases are in excess of six percent (6%), the Union may request to negotiate changes in plan design to reduce premium costs in lieu of employees picking up all or part of the additional premium cost.

<u>HSA Contributions</u>

The Employer shall contribute the following amounts to eligible employee's Health Savings Accounts according to the schedule outlined below:

Date	EE + Children Coverage	Single Coverage
May 1, 2026	$500.00	$250.00
May 1, 2027	$500.00	$250.00
May 1, 2028	$500.00	$250.00

The Employer will also match up to an additional $250.00 of employee contributions to their HSA for EE + Children coverage employees and $125.00 of employee contributions for single coverage employees for each year of this Agreement.

In addition, the Employer shall contribute an additional $125.00 for employees who complete an annual Health Risk Assessment for each year of this Agreement. Employees who are unable to contribute to an HSA **will receive a Visa gift card.**

An employee who achieves a 73 or greater on their annual HealthCheck 360 score or who increases their score by 5% or greater over the previous year, will receive an additional $200 employer contribution to their HSA. Employees who are unable to contribute to an HSA **will receive a Visa gift card.**

All additional Employer contributions shall be made within one (1) pay period of the Employer receiving verification that the Health Risk Assessment has been completed or the employee contribution has been made.

ARTICLE 14
RETIREMENT PLAN

Section 14.1 - General

Eligible employees shall be covered by the Riedell Shoes, Inc. 401(k) Plan, which shall be administered in accordance with the provisions of the Plan, as may periodically be amended, and in accordance with applicable law. Any improvements to the 401(k) during the term of this agreement shall automatically be granted to eligible employees in the bargaining unit.

Section 14.2 - Resolution of Disputes

No Employer action respecting said plan, nor any disputes relating to said plan, shall be subject to the grievance or arbitration provisions of this Agreement. All disputes between the Employer and the Union, or employee(s) shall be resolved in accordance with the procedure specified in the Plan or by applicable law.

ARTICLE 15
DEFECTIVE WORK

When inferior or defective work is noted by an employee, he shall notify his supervisor as soon as possible. The supervisor shall examine the work and return inferior or defective work to the operator or department responsible for correction. If the supervisor determines the work to be acceptable, he will initial the ticket, indicating acceptance.

ARTICLE 16
DURATION AND SCOPE OF AGREEMENT

Section 16.1 - Duration

This Agreement is effective April 1, 2026 and shall continue in full force and effect through March 31, 2029. Thereafter, it shall automatically renew itself and continue in full force and effect from year to year unless written notice of election to terminate or modify any provision of this Agreement is given by one party, and received by the other not later than sixty (60) days prior to March 31, 2029 or subsequent annual expiration dates.

Section 16.2 - Separability

If any term or provision of this Agreement is, at any time during the life of this Agreement, adjudged by a court or administrative body of competent jurisdiction to be in conflict with any law, such term or provision shall become invalid and unenforceable, but such invalidity or unenforceability shall not impair or affect any other term or provision of this Agreement.

Section 16.3 - Complete Agreement

During the negotiations resulting in this Agreement, the Union had the unlimited right and opportunity to make demands and proposals with respect to any subject matter as to which the National Labor Relations Act imposes an obligation to bargain. Except as specifically set forth elsewhere in this Agreement, the Union expressly waives its right to require the Employer to bargain collectively over all matters as to which the National Labor Relations Act imposes an obligation to bargain, whether or not: a) such matters are specifically referred to in this Agreement; b) such matters were discussed between the Employer and the Union during the negotiations which resulted in this Agreement; or c) such matters were within the contemplation or knowledge of the Employer or the Union at the time this Agreement was negotiated and executed. This Agreement contains the entire understanding, undertaking, and agreement of the Employer and the Union, after exercise of the right and opportunity referred to in the first sentence of this Section, and finally determines all matters of collective bargaining for its term. Changes in this Agreement, whether by addition, deletion, amendment, or modification, must be reduced to writing and executed by both the Employer and the Union.

Section 16.4 – Replacement of Previous Agreement

This Agreement replaces the previously executed April 1, 2023 Agreement between the parties, which is null and void.

RIEDELL SHOES, INC.

By: ______________________ 5-19-26
Robert Riegelman — Date

By: ______________________ 5-19-26
Chris Zylka — Date

LOCAL 527 UNITED FOOD AND COMMERCIAL WORKERS

By: ______________________ 5/19/2026
Joe Kearns — Date

By: ______________________ 5-19-2026
Daisy Knight — Date

By: ______________________ 5-26-26
Heather Carpenter — Date

APPENDIX 1 WAGE RATES

NEW HIRE SCALE

The following minimum scale shall apply to new hires:

	Effective 4/1/26	Effective 4/1/27	Effective 4/1/28
Start	$ 20.65	$ 21.35	$ 21.95
After Probationary Period	$ 21.15	$ 21.85	$ 22.45
6 Months	$ 21.65	$ 22.35	$ 22.95
12 Months	$ 22.15	$ 22.85	$ 23.45

MAINTENANCE SCALES

The following scale shall apply for Maintenance Employees.

	Start	6 months	12 months	24 months	36 months
Effective 4/1/26	$27.00	$27.50	$28.00	$29.00	$30.00
Effective 4/1/27	$27.70	$28.20	$28.70	$29.70	$30.70
Effective 4/1/28	$28.40	$28.90	$29.40	$30.40	$31.40

Employees may be paid more based on experience, qualifications, and responsibilities.

LEAD EMPLOYEES

The following scale shall apply for Lead Employees.

Effective 4/1/26	$25.05
Effective 4/1/27	$25.75
Effective 4/1/28	$26.35

Employees making over this amount that are selected to be a Lead will receive a $1.00 more than their current wage.

Employees may be paid more based on experience, qualifications, and responsibilities.

GENERAL HOURLY RATE INCREASE

All employees not subject to the new hire scale or the maintenance scales shall receive the following general hourly wage rate increases:

Effective	4/1/26	$1.00
Effective	4/1/27	$.70
Effective	4/1/28	$.60

FOR INFORMATION PURPOSES ONLY

RIEDELL SHOES, INC. ATTENDANCE PROGRAM

Attendance

If you must be absent from work, you must notify your supervisor by calling in **no later than one hour after the start of their scheduled shift** and speaking directly to your supervisor. When calling in to your supervisor use the phone number **651-385-5534**. Only in an emergency may an employee call in and leave a message, in that case use 651-388-8251.

Failure to notify your supervisor that you are going to be absent will result in disciplinary action. If an employee does not call in or does not show up for work (no call – no show) the employee shall receive, at a minimum, an automatic written warning. If an employee calls in after one (1) hour of their scheduled start time but before the end of their shift, the employee shall receive, at a minimum, an automatic verbal warning. Employees are required to call in as soon as possible. Failure to report in for three consecutive days will result in termination.

Tardiness

It is important that all employees report to work on time and be ready to start work at starting time. You must wand in when starting and ending the shift. Employees who are going to be late must notify their supervisor as early as possible. Use phone number **651-385-5534**.

Advance Notice of Absence - When the need for being absent from work is known in advance, you must request the absence from your supervisor as far in advance as possible. Requested time off will be granted at the discretion of your supervisor. Your work record, attendance record, the work load of your area and the reason for requesting the time off will be considered.

Medical, dental and other personal appointments should be made at times other than working hours. If time off is needed during working hours for these reasons, make arrangements with your supervisor as soon as possible.

Riedell Shoes retains the right to approve or deny these requests.

Defining Absences

An employee will be marked absent when he has worked less than four and one-quarter (4.25) hours on a regularly scheduled workday Monday through Friday. An employee will be marked with one half an absence when he leaves early and has worked more than four and one-quarter (4.25) hours, but less than their regularly scheduled workday, Monday through Friday. If the employee has received permission prior to 3:00 p.m. of the preceding workday, time off will not be recorded as an absence.

Two – ½ absences = One (1) absence.

In order for any time off not to be considered an absence it must be pre-approved by the supervisor by 3:00 p.m. the prior day.

The above information applies only to this program in the case of disciplinary action.

Disciplinary Guide for Absenteeism and Tardiness

Employees who are repeatedly late or absent for work will be reprimanded under the following policy:

TARDINESS

1st tardy in a 4 week period	NOTED
2nd tardy in a 4 week period	VERBAL WARNING
3rd tardy in a 4 week period	WRITTEN WARNING
4th tardy in a 4 week period	2nd WRITTEN WARNING & SUSPENSION
5th tardy in a 4 week period	3rd WRITTEN WARNING & DISCHARGE

ABSENTEEISM

1st absence in a 4 week period	NOTED
2nd absence in a 4 week period	VERBAL WARNING
3rd absence in a 4 week period	WRITTEN WARNING
4th absence in a 4 week period	2nd WRITTEN WARNING & SUSPENSION
5th absence in a 4 week period	3rd WRITTEN WARNING & DISCHARGE

All warnings issued by the Employer to an employee for tardiness or absenteeism infractions must be issued within five (5) days of their occurrence, unless the Employer notifies a Union representative or steward in writing within five (5) days of the occurrence that the Employer requires additional time to investigate the occurrence before imposing the discipline. If the Employer fails to comply with this provision for a tardiness and absenteeism infraction no discipline shall be issued.

Three verbal warnings for the same infraction within a one-year period will result in a written warning.

After receiving a written warning or suspension, an employee may be referred to a Employee Assistance Program.

A written warning will be discarded after one year if no other written warning has been received in that period of time.

In addition to the above guideline, the company reserves the right to discharge an employee who demonstrates a pattern of excessive tardiness or absence (for example, repeated verbal and written warnings or suspensions).

The Employer will continue its practice of excusing individuals from work on an individual basis.

This section is presented for information purposes only by the Union.

These provisions were not negotiated by Local 527 and Riedell Shoes.

ALL UNION MEMBERS SHOULD KNOW

1. Union meetings are held at the Union Center at 319½ W Third Street, or any other Hall designated by the Union, on the third (3rd) Friday of each month. The meeting time will be posted on bulletin board in the plant.

2. Union dues are payroll deducted.

3. Withdrawal Slips - If you leave the employ of the Riedell Shoes, Inc. for any reason and do not intend to keep your Union dues paid, please get a withdrawal slip from your Local Union Office. This may be beneficial in any job you take in the future. Failure to do so results in suspension with a reinstatement fee equal to three (3) months dues.

4. Entering Service - You do not need a withdrawal slip, but notify the Secretary so that he may send your registry card to International. Insurance benefits are not paid while in service but time is accumulated.

5. All employees covered by the contract are required to fill out a membership blank seventy (70) calendar days after employment. Fee is one month's dues for initiation, plus one month's dues for the first month of membership, totaling two months dues.

6. Be a good Union member - attend meetings - accept committee appointments - accept nomination for office and serve willingly and to the best of your ability if elected to an office - active participation within the local will make the union stronger - remember – the Union is you.

7. All persons applying for membership and all members applying for withdrawal will be required to call at locals office between the hours of 8:00 a.m. and 12:00 p.m., Monday and Tuesday, and 10:00 a.m. and 4:00 p.m. on Wednesday, to fill out above mentioned forms. No one entering service needs a withdrawal card. Dues must be kept up while on medical leave. All other members leaving employment of Riedell Shoes, Inc. please make application for withdrawal.