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Letter of Agreement  
by and between  
UFCW Local 1189  
and  
Cooper's

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The Union and the Employer agree to extend the current Collective Bargaining Agreement through April 1, 2017 with the following changes:

1. The Employer agrees to increase their contribution as required by UFCW Local 1189 and St. Paul Employers Health and Welfare Fund. The Employer will continue to pay the full premium cost (no employee premium share) as follows:

Effective August 1, 2016:

Full-time: 165.88/week

Part-time: 59.23/week

Effective October 2, 2016:

Full-time: 177.88/week

Part-time: 65.98/week

2. Employees who train to work as apprentice meat-cutters will be paid their current rate of pay or the rate set out on the apprentice scale based on their hours of work as an apprentice meat-cutter, whichever is greater.

3. The Employer may be open on Easter if staffed entirely with volunteers.

4. The Employer agrees to modify the Meat Pension language consistent with the industry. (See Meat Pension language below.)

*Meat Pension:*

*Effective with hours worked in November 2016 for payment in December 2016:*

*The rate of contribution for eligible meat department employees during the term of this agreement to reflect the decreased AUCR cost for the life of this CBA to \$221.09/month (the April 7, 2013 rate of \$272.00/month less \$50.91/month "excess contribution" amount equals \$221.09/month).*

The Employer will contribute \$221.09/month into the United Food and Commercial Workers International Union-Industry pension fund during the term of this Agreement for meat department employees and participating delicatessen employees who work an average of twenty-four (24) hours or more per [work] week [exclusive of Sunday].

The "excess contribution" as defined in Section 20.1 in the amount of \$50.91/month will be remitted to the UFCW Local 1189 Defined Contributions Fund (401A) on behalf of the same eligible meat department employees who are eligible for the meat pension contributions.

/s/ [Signature] 1-31-17  
For the Union Date

/s/ [Signature] 1-31-17  
For the Employer Date

ee/opeiu#12  
January 30, 2017