

Letter of Understanding between UNFI Cub Foods and UFCW Local 1189

This will clarify our understanding of "Appendix A" Wage Rates wherein typographical errors were discovered after signature and printing of the Cub Foods and Cub Foods Gold Contract effective 4/7/2019-4/6/2024. Wage rates for all classifications not listed below remain as set forth in the underlying collective bargaining agreements.

Wrappers After May 1, 1986 and Other Than Journeyman

	May-19		10/6/2019	10/4/2020	10/3/2021	10/2/2022	10/1/2023
Progression Increases					\$0.25	\$0.50	\$0.50
Start - 1 Year	\$0.00		\$17.23	\$17.23	\$17.48	\$17.98	\$18.48
1-2 Years	\$0.00		\$18.23	\$18.23	\$18.48	\$18.98	\$19.48
2-3 Years	\$0.00		\$19.23	\$19.23	\$19.48	\$19.98	\$20.48
3+ Years	\$0.00		\$22.28	\$22.83	\$23.68	\$24.48	\$25.38
Overscale Increases	\$0.00		\$0.50	\$0.55	\$0.85	\$0.80	\$0.90

Clean Team/Utility/Courtesy Clerks

	5/5/2019		4/5/2020	4/4/2021	10/3/2021	4/3/2022	4/2/2023
Progression Increases					\$0.25	\$0.50	\$0.50
Hire	\$10.00		\$10.00	\$10.00	\$10.25	\$10.75	\$11.25
After 30 Days	\$10.25		\$10.25	\$10.25	\$10.50	\$11.00	\$11.50
6 Months	\$10.40		\$10.40	\$10.40	\$10.65	\$11.15	\$11.65
18 Months	\$10.60		\$10.60	\$10.60	\$10.85	\$11.35	\$11.85
24 Months	\$10.80		\$10.80	\$10.80	\$11.05	\$11.55	\$12.05
30 Months	\$11.05		\$11.05	\$11.05	\$11.30	\$11.80	\$12.30
36 Months	\$11.35		\$11.35	\$11.35	\$11.60	\$11.85	\$12.35
48 Months	\$12.00		\$12.00	\$12.00	\$12.25	\$12.85	\$13.55
Overscale Increases	\$0.20		\$0.30	\$0.40	\$0.25	\$0.60	\$0.70

Regular Part-Time and Prime-Time

	5/5/2019		4/5/2020	4/4/2021	10/3/2021	4/3/2022	4/2/2023
Progression Increases					\$0.25	\$0.50	\$0.50
Hire - 500	\$11.00		\$11.00	\$11.00	\$11.25	\$11.75	\$12.25
Next 520	\$11.25		\$11.25	\$11.25	\$11.50	\$12.00	\$12.50
Next 520	\$11.50		\$11.50	\$11.50	\$11.75	\$12.25	\$12.75
Next 520	\$12.00		\$12.00	\$12.00	\$12.25	\$12.75	\$13.25
Next 520	\$12.25		\$12.25	\$12.25	\$12.50	\$13.00	\$13.50
Next 520	\$12.50		\$12.50	\$12.50	\$12.75	\$13.25	\$13.75
Next 520	\$13.00		\$13.00	\$13.00	\$13.25	\$13.75	\$14.25
Next 520	\$13.50		\$13.50	\$13.50	\$13.75	\$14.25	\$14.75
Next 520	\$14.00		\$14.00	\$14.00	\$14.25	\$14.75	\$15.25
Next 520	\$14.50		\$14.50	\$14.50	\$14.75	\$15.25	\$15.75
Top Rate	\$15.70		\$16.00	\$16.40	\$16.65	\$17.25	\$17.95
Overscale Increases	\$0.20		\$0.30	\$0.40	\$0.25	\$0.60	\$0.70

Accepted and agreed to on this 5th day of November, 2021:

For the Employer:

Valerie Marsh

Name

VP&DGC, Labor Relations

Title

For the Union:

[Signature] Union Representative

Name

Title