

**LETTER OF UNDERSTANDING  
BETWEEN  
DULUTH LABOR TEMPLE ASSOCIATION  
AND  
UFCW LOCAL 1189**

The Employer and the Union are parties to a written Collective Bargaining Agreement (CBA) in effect from January 1, 2017 through December 31, 2020. The parties have agreed to the following:

The Duluth Labor Temple Association will pay for Single Coverage for Health and Welfare, Appendix "A".

Article 10 of the CBA will remain as stated; but Mark Jenson will receive a \$0.50 wage increase effective 1/1/2021.

The contract will be extended through June 30, 2021 and a successor agreement will be negotiated prior to the expiration.

**DULUTH LABOR TEMPLE ASSOCIATION UNITED FOOD AND COMMERCIAL WORKERS 1189**

**DULUTH, MN**

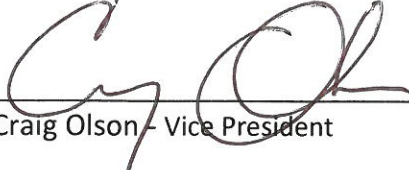
**UNION LOCAL #1189, DULUTH, MN**

BY   
Stan Paczynski - President

BY   
Stacy Spexet - Union Representative

12-23-20  
Dated


23 DEC 2020  
Dated

  
Craig Olson - Vice President

12-29-2020  
Dated

  
Dan Olson - Secretary

12-23-2020  
Dated

  
Don Smith - Treasurer

12-23-2020  
Dated