

**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 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; as such, the January 1, 2020 wage rate will be \$18.00.

This agreement will sunset on January 1, 2021.

DULUTH LABOR TEMPLE ASSOCIATION UNITED FOOD AND COMMERCIAL WORKERS

DULUTH, MN


UNION LOCAL #1189, DULUTH, MN

BY 
Stan Paczynski - President

BY 
Stacy Spexet - Union Representative

3-16-20
Dated


16 March 2020
Dated


Craig Olson - Vice President

3/16/20
Dated


Dan Olson - Secretary

3-16-2020
Dated


Don Smith - Treasurer

3-16-2020
Dated