

LETTER OF UNDERSTANDING

By and Between

United Food and Commercial Worker's Union Local 1189

and

I.B.E.W Local #31

I.B.E.W. Local 31 and UFCW Local # 1189 have agreed the Employer will compensate employees (up to 16 hours per calendar year) when absent from work to attend functions as outlined in the Mn. School Conference and Activity Leave, Minn.Statute 181.9412. The sixteen (16) hours of paid time is in addition to floating holidays, vacation, and sick leave.

Dated this 20th day of September, 2018.

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I.B.E.W Local #31

Gary Morgan

UFCW Local 1189