

**SIDE LETTER OF UNDERSTANDING  
BY AND BETWEEN  
IRON RIVER COOPERATIVES, INC.  
AND  
UF&CW LOCAL 1189**

**WHEREAS**, the Parties are recently concluded negotiations for a successor Labor Agreement covering the term January 1, 2014 through December 31, 2017; and

**WHEREAS**, subsequent to completion of those negotiations the Union received a communication, dated October 31, 2013, from the United Foods & Commercial Workers International Union-Industry Pension Fund, requiring an increase of from \$190.67 per month to \$224.09 per month to maintain the current UBV of \$61.50 per year of Future Service Pension Credit in the Meat Department; and

**WHEREAS**, without the increased monthly contribution the UBV would be reduced to \$51.75 per year of Future Service Pension Credit; and

**WHEREAS**, because of the early conclusion of negotiations, the Parties were not able to discuss this change to the pension in the Meat Department;

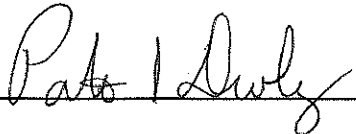
**NOW THEREFORE**, in order to maintain the current relationship with the Union and employees represented by the Union, the Cooperative has proposed, and the Union accepted the following:

1. Effective January 1, 2018 and for the term of the 2018-2021 Labor Agreement, Article 17, Pension shall have the first sentence amended to read as follows:

Pension contributions of *two hundred twenty four dollars and nine cents* (\$224.09) per month, effective January 1, 2018, shall be paid by the Employer for each Union employee regularly working over thirty-four (34) hours per week.

Signed this 16 day of October 2018.

IRON RIVER COOPERATIVES, INC.

  
\_\_\_\_\_

UNITED FOOD AND COMMERCIAL  
WORKERS UNION, LOCAL 1189

  
\_\_\_\_\_

Allen Priolo, Union Representative