

Main Office 266 Hardman Ave N  
South St. Paul MN 55075  
Phone: 651-451-6240  
Fax: 651-451-8227



Northern Office 2002 London Rd  
Duluth MN 55812  
Phone: 218-728-5174  
Fax: 218-728-5178

Red Wing 319 1/2 West 3rd Street  
Red Wing, MN 55066  
Phone: 651-388-6904

January 29, 2020

Doug Winsor, Vice President of Operations  
Jerry's Cub  
5101 Vernon Ave S  
Minneapolis MN 55436

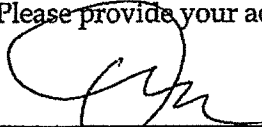
RE: Grievance #2019-000165 - Class Action

Dear Doug,

The parties have agreed to settle the above referenced grievance as follows:

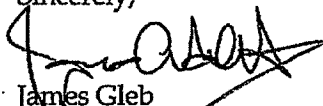
1. InstaCart employees will pick their orders from the shelves stocked by UFCW Local 1189 members.
2. UFCW Local 1189 members will carry out InstaCart orders that are picked up at the store.
3. InstaCart orders will be checked out at the checkout stand next to the RAP station so the person at the RAP station can monitor and help with any issues.
4. InstaCart signage will be put up on these check stands.
5. The InstaCart employee will not be in the check stand where our cashiers stand, but on the outside (in the customer lane) with the screen turned towards them.
6. This will apply to any replacement provider the Employer may currently use or may use in the future.

Please provide your acceptance of the Grievance Settlement by signing below.

  
\_\_\_\_\_  
Doug Winsor, VP of Operations

1/29/2020  
\_\_\_\_\_  
Date

Sincerely,

  
James Gleb  
Secretary Treasurer

cc: Molly Mitch, VP of Human Resources  
Jennifer Christensen, UFCW Local 1189 President

gf/opeiu #12