

Letter of Understanding  
by and between  
UFCW Local 1189  
and  
Jerry's Enterprises  
(DBA Jerry's Foods, Cub, & County Market)

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The Current CBA's in effect through 04/09/2022 will be amended to allow the following:

Prime Time employees, whose primary duty is to shop and carry out all Ecommerce "click and collect" orders, will be allowed to perform that work on all days of the week including Tuesdays.

Prime time employees whose primary duty it is to shop and carry out all Ecommerce "click and collect" orders, will be allowed to work up to 40 (forty) hours for up to 16 (sixteen) weeks during the year the following weeks of the year:

- 1-7<sup>th</sup> weeks Nov 15 – Jan 1
- 8<sup>th</sup> week: the week before Easter Sunday
- 9-10<sup>th</sup> weeks: the week before and of Memorial Day
- 11<sup>th</sup>-12<sup>th</sup> weeks: the week before and of July 4<sup>th</sup>
- 13<sup>th</sup>-14<sup>th</sup> weeks: the week before and of Labor Day
- 15<sup>th</sup>-16<sup>th</sup> any other two weeks of the year as needed (the employer will have a mechanism to track these additional (2) two weeks and provide them to the Union upon request).

Prime time employees (who may be working in other departments) will be allowed to work additional hours beyond 24 (twenty-four) as shoppers during these same weeks (so hours 25+ must be shopping) if they request to do so.

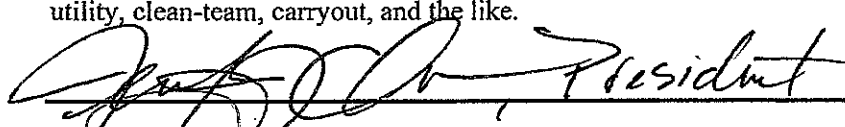
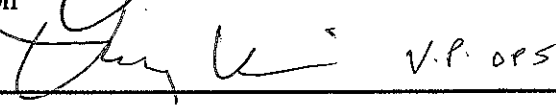
Prime time employees who shop cannot be scheduled more hours than a (regular) Part-time employee who has requested additional hours unless the part-time employee is unwilling or unavailable to perform shopping duties or other work that is available in the store.

Note that contractually, there is no limitation on the number of hours a (regular) part-time employee can work under the St. Paul agreement, and they may work up to a maximum of hours in the County Market Agreements, any week of the year (without regard to the weeks noted above).

Employees in (regular) Part-time and Full-time classifications will be allowed to shop and carry out all Ecommerce "click and collect" orders.

Utility/clean team employees can (and always have been allowed to) bag and carryout orders, including Ecommerce orders.

The term "regular" Part-time is understood to refer to the traditional part-time classification, and excludes classifications who work hours that may be part-time in nature and are referred to as Prime-time, utility, clean-team, carryout, and the like.

	9/28/2020
Union	Date
 V.P. ops	9/28/2020
Employer	Date