

Letter of Agreement
By and Between
UFCW Local 1189
And
Mega Foods (Consumers Cooperative)

The Company and the Union have agreed to the following changes to the terms and conditions of the Collective Bargaining Agreement:

1. Article 11

Section 11.4: 401k Plan

a) Eligibility

1. 1st of the month following sixty (60) days of service with one hundred sixty (160) hours of service.
Effective immediately

2. Employees company-wide will receive a five percent (5%) discount on all grocery purchases at the food stores (excluding liquor, lottery and tobacco).

Effective June 1, 2015.

3. Pay Scales (attached) Effective June 1, 2015. New hires and team members on these scales currently will be transitioned to new rates.

Full-Time Clerk and Regular Part-Time Clerk Pay Scales Effective June 1, 2015

	<u>10/1/2014</u>	<u>6/1/2015</u>	<u>10/1/2015</u>	
Anniversary	Food Store - Clerks	Proposed Food Store Clerk	Food Store - Clerks	Proposed Food Store Clerk
Starting Wage	\$ 8.64	\$ 9.15	\$ 8.81	\$ 9.33
6 Months	\$ 9.00	\$ 9.50	\$ 9.18	\$ 9.69
12 Months	\$ 9.43	\$ 10.00	\$ 9.62	\$ 10.20
18 Months	\$ 9.70	\$ 10.12	\$ 9.89	\$ 10.32
24 Months	\$ 10.12	\$ 10.52	\$ 10.33	\$ 10.73
30 Months	\$ 10.23	\$ 10.63	\$ 10.43	\$ 10.84
36 Months	\$ 10.33	\$ 10.73	\$ 10.53	\$ 10.94
4 years	\$ 10.43	\$ 10.83	\$ 10.64	\$ 11.05
5 years	\$ 10.53	\$ 10.93	\$ 10.74	\$ 11.15
6 years	\$ 10.63	\$ 11.03	\$ 10.82	\$ 11.25
8 years	\$ 10.73	\$ 11.13	\$ 10.95	\$ 11.35
10 years	\$ 10.84	\$ 11.24	\$ 11.05	\$ 11.46
12 years	\$ 10.94	\$ 11.34	\$ 11.16	\$ 11.57
15 years	\$ 11.09	\$ 11.49	\$ 11.31	\$ 11.72
20 years +	\$ 11.29	\$ 11.69	\$ 11.52	\$ 11.92

Meat Clerk / Meat Wrapper
 Produce Clerk
 Liquor Clerk
 Deli Clerk
 Floral Clerk
 Dairy Clerk
 Bakery Clerk
 Pricing Clerk
 Service Desk Clerk
 Customer Service Clerk
 Janitor
 Bagger
 Cash Accounting Clerk
 Cashier
 Early Night Stocker
 Frozen Clerk
 Barista
 Delivery Driver


Full Time Clerk (night hours) Pay Scales Effective June 1, 2015

	10/1/2014	6/1/2015	10/1/2015	
Anniversary	Food Store - Clerk 3rd Shift	Proposed Food Store Clerk 3rd Shift	Food Store - Clerk 3rd Shift	Proposed Food Store Clerk 3rd Shift
Starting Wage	\$ 10.15	\$ 10.15	\$ 10.36	\$ 10.36
6 Months	\$ 10.45	\$ 10.50	\$ 10.66	\$ 10.71
12 Months	\$ 10.82	\$ 11.00	\$ 11.03	\$ 11.22
18 Months	\$ 11.12	\$ 11.12	\$ 11.34	\$ 11.34
24 Months	\$ 11.35	\$ 11.52	\$ 11.57	\$ 11.75
30 Months	\$ 11.45	\$ 11.63	\$ 11.68	\$ 11.86
36 Months	\$ 11.55	\$ 11.73	\$ 11.78	\$ 11.96
4 years	\$ 11.65	\$ 11.83	\$ 11.88	\$ 12.07
5 years	\$ 11.75	\$ 11.93	\$ 11.99	\$ 12.17
6 years	\$ 11.85	\$ 12.03	\$ 12.09	\$ 12.27
8 years	\$ 11.96	\$ 12.13	\$ 12.19	\$ 12.37
10 years	\$ 12.06	\$ 12.24	\$ 12.30	\$ 12.48
12 years	\$ 12.16	\$ 12.34	\$ 12.40	\$ 12.59
15 years	\$ 12.31	\$ 12.49	\$ 12.56	\$ 12.74
20 years +	\$ 12.52	\$ 12.69	\$ 12.77	\$ 12.94

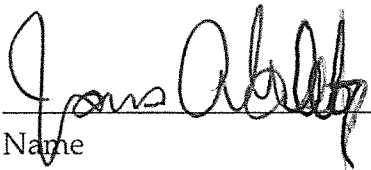
Night Stocker
 Cashier
 Bakers Helper
 Delivery Driver

Consumers Cooperative
 Association of Eau Claire

United Food and Commercial
 Workers Local 1189



 Name



 Name

5/13/15

 Date

15 May 15

 Date