

Letter of Understanding
By and between
UFCW LOCAL 1189
and
KOWALSKI'S CENTRAL BAKERY,
A DIVISION OF KOWALSKI'S COMPANIES, INC

The Union and the employer agree that the following language regarding holiday pay was inadvertently deleted in the 10/4/2016 – 5/4/2019 Collective Bargaining Agreement.

D. PART-TIME EMPLOYEE HOLIDAYS:

“All part-time employees who have been regularly employed for one hundred eighty (180) calendar days will receive four (4) hours' holiday pay for holidays as defined in paragraph A of this Article.”

It is agreed that paragraph D of Section 9 Holidays, should read as follows:

D. PART-TIME EMPLOYEE HOLIDAYS: All part-time employees who have been regularly employed for one hundred eighty (180) calendar days will receive four (4) hours' holiday pay for holidays as defined in paragraph A of this Article. **Part-time employees who averaged twenty four (24) or more hours per week in the previous anniversary year will receive six (6) hours holiday pay; Part-time employees who averaged thirty five (35) or more hours per week in the previous anniversary year will receive eight (8) hours of holiday pay for the holidays defined in paragraph A of this Article.**

FOR THE EMPLOYER
KOWALSKI'S CENTRAL
BAKERY

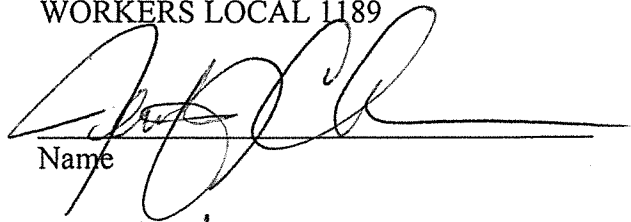


Name

6/26/17

Date

FOR THE UNION
UNITED FOOD & COMMERCIAL
WORKERS LOCAL 1189



Name

4/21/17

Date

RECEIVED

JUN 28 2017

UFCW 1189