

## Letter of Understand

Between Miner's Inc. dba Super One Foods and UFCW Local 1189, Duluth Minnesota

This letter of understanding is set forth by mutual agreement between Miners' Inc., and UFCW Local 1189 in regards to the non-schedule wage adjustments by Miner's, Inc. effective June 13, 2021. These wage increases are to recognize existing employees and to address the current market conditions. The parties have agree upon a higher beginning wage rate for all UFCW contract signatory with Local 1189 and Miner's, Inc. . Here forward the parties are referred as Miner's and the Union respectively. In reference to the ARGA agreement, this letter of understanding pertains to Miner's, Inc. and the Union only, no other party negotiating under the ARGA group of employers will be subject to this agreement.

Whereas both parties agree the starting wage as of June 13, 2021 for Non-Food Handling Employees will be twelve (\$12.00) dollars per hour, Starting wages will be twelve dollars, seventy-five cents (12.75) per hour for Part-time Food Handling employees and fourteen dollars and twenty cents (\$14.20) for Part-time bakery and deli workers. These starting wages will be administered and agreed upon for the remainder of all labor agreements between the Union and Miner's currently in force, until the termination or renegotiation of each individual agreement.

Whereas the parties also agree, Miner's and the Union will agree that all wage scales with each contract will remain in place. All other contracts will follow the same concept but will be subject to advancement in wages as posted in each current contracts wage scales, as previously agreed upon, until renewal and renegotiations per individual contract.

All employees will advance on each pay scale within the pay scale, to the next higher level as listed on the appropriate pay scale for their class or category within the contracts, with a target of the posted rate, closest to one dollar per hour increase as a onetime move effective June 13, 2021. Miner's will provide the Union with a detailed list of each employee at their current rate and the new-posted rate of pay as of June 13, 2021. Each employee will be set at the new-posted rate and will start at zero in terms of hours worked at their new rate of pay and advance with each hour according to the contract before advancing to the next level of pay for that new level. After completing the number of hours or time as stated in the current pay scales for each increment of time or hours for advancement, the employee will advance to the next pay increase. With the exception of Bakery and Deli workers, as of June 13, 2021 employees who have been employed ninety days or less will advance to \$14.20 per hour and will carry their time worked since their date of hire with them as agreed upon and advance after completing the total number of hours as laid out for the next step in the posted pay progression.

All other employees overrate will advance by one dollar per hour (\$1.00) from their current rate with the exception of the Deli and Bakery employees. In the case of part-time bakery and deli workers, starting at a higher rate the schedules established for each contract will be used for advancement.

Any other agreements, letters of understanding or addendums to any of the current agreements between Miner's and the Union shall not be effected and will remain in place for the term of all agreements.

*Gregory A. Hansen / Director of HR*

Signed/Title

On behalf of Miner's Inc.

*[Signature]* **President**

Signed/Title

On behalf of UFCW Local 1189