



LUNDS & BYERLYS

LETTER OF UNDERSTANDING: UNIVERSAL WAGE SCALE LUNDS & BYERLYS COLLECTIVE BARGAINING AGREEMENT WITH UFCW LOCAL 1189

On page 43 APPENDIX A: WAGE RATES of the Lunds & Byerlys collective bargaining agreement with UFCW Local 1189, an administrative error was discovered after the agreement was fully executed by both bargaining parties. This error pertains to the wage progression for the Universal classification. More specifically, at 3 YEARS the wage rate should read \$18.50 under the columns with the dates of 10/4/20 and 10/3/21.

Please refer to the visual below for further explanation:

UNIVERSAL	10/7/19	10/4/20	10/3/21	
Years				
HIRE	\$14.50	\$14.50	\$14.50	
6 MONTH	\$15.50	\$15.50	\$15.50	
1 YEAR	\$16.50	\$16.50	\$16.50	
2 YEARS	\$17.50	\$17.50	\$17.50	
3 YEARS	\$18.50	\$17.50	\$17.50	\$17.50 SB \$18.50
4 YEARS	\$19.50	\$19.50	\$19.50	
5 YEARS	\$20.50	\$20.50	\$20.50	
6 YEARS	\$22.28	\$22.83	\$23.43	

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By signing this letter of understanding, both bargaining parties hereby agree to recognize and administer the current collective bargaining agreement so that eligible individuals that reach the 3 YEARS threshold shall be paid at a rate of \$18.50.

For the company, Lunds & Byerlys:

For the union, UFCW Local 1189:

Signature _____ Date 12/31/2019

Signature _____ Date 1-3-2020

Its: Senior Director, Employee Experience

Its: