

Letter of Understanding
By and Between
UFCW Local 1189
And
Kowalski Companies, Inc

The Union (UFCW Local 1189) agrees with the Employer's (Kowalski's) extension of the temporary premium incentive of \$2.00 per hour for all hours worked by members through February 27th, 2021 at Kowalski's stores and at the Central Facility (Bakery, Kitchen and Smokehouse) in Shoreview.

FOR THE EMPLOYER



Mike Oase, VP of Operations

12/23/20
Date

FOR THE UNION



Abraham Wangneo, Union Representative

12/22/20
Date