

LETTER OF AGREEMENT
by and between
MINER'S INCORPORATED D/B/A SUPER ONE FOODS
and
UNITED FOOD & COMMERCIAL WORKERS LOCAL UNION NO. 1189
(Scan Coordinator Premium Pay)

WHEREAS, the parties have had discussions concerning premium pay for employees working as Lead Scan Coordinators and Backup Scan Coordinators; and

WHEREAS, the terms of the collective bargaining agreements dated February 2, 2015 (the "Contract") between Miner's Incorporated ("Employer") and UFCW Local 1189 (the "Union") do not provide for any premium pay for Lead Scan Coordinators or Backup Scan Coordinators; and

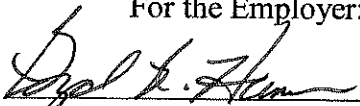
WHEREAS, Employer and Union desire to modify the Contract to provide for premium pay to employees while working as Lead Scan Coordinators and Backup Scan Coordinators.

NOW, THEREFORE, in consideration of the mutual promises and covenants contained herein, the parties agree that Paragraph 10.5B of the Contract shall be modified to read as follows:

"10.5.B Scan coordinators will be scheduled separately and such schedules shall not be subject to grievances relating to scheduled hours differentials between senior and junior Employees. When available scanning hours are insufficient to fill a weekly schedule, scan coordinators may be scheduled for cashier shifts where necessary (based on cashier seniority) to complete a weekly work schedule. Effective June 28, 2015 an employee working as a Lead Scan Coordinator shall receive premium pay of \$1.50 per hour for all "scanning hours" worked as a Lead Scan Coordinator. Effective June 28, 2015 an employee working as a Backup Scan Coordinator shall receive premium pay of 75¢ per hour for all "scanning hours" worked as a Backup Scan Coordinator."


IN WITNESS WHEREOF the parties have set their hands this ___ day of June, 2015.

For the Employer:



Boyd R. Hanson, HR Director

For the Union:



Tom Cvar, Business Agent