

**ARTICLE 4
HOURS OF LABOR
SECTION 4.1**

All demo and sampling of any products produced in house shall be considered bargaining unit work and shall be compensated at the Food Handler rate of pay and benefits. All demo and sampling hours will count towards the weekly scheduled hours of the individual. Staffing of demo and sample work shall be by volunteers by department seniority first. If there aren't enough volunteers within the department then volunteers by other departments will be given preference based on hire date.

New Article: LMC Counter

Mount Royal:

A committee composed of three (3) bargaining unit members and (1) Union representative and up to three (3) Employer representatives shall be established for purposes of discussion of problems arising under the terms and conditions of this agreement. Such committee shall meet quarterly, unless mutually agreed to otherwise. The employer agrees to pay bargaining unit members for time spent in LMC meetings, which shall be scheduled for one hour. Within 2 months of ratification, the services of FMCS shall be used to initially train participants and provide guidelines for such Labor Management Committees. The employer agrees to pay each participant for up to four (4) hours for such training.

Super One:

2 committees composed of one (1) bargaining unit member per store and (1) Union representative and up to three (3) Employer representatives shall be established for purposes of discussion of problems arising under the terms and conditions of this agreement. The committees shall be broken into two regions, the Duluth metro area (Duluth, Superior, Two Harbors, Pike Lake and Cloquet) and the Iron Range area (Hibbing, Virginia and Grand Rapids). Such committees shall meet quarterly, unless mutually agreed to otherwise. The employer agrees to pay bargaining unit members for time spent in LMC meetings, which shall be scheduled for one hour as well as travel time and the IRS mileage rate. Within 2 months of ratification, the services of FMCS shall be used to initially train participants and provide guidelines for such Labor Management Committees. The employer agrees to pay each participant for up to four (4) hours for such training plus travel time and mileage.