

CARD CHECK AND VOLUNTARY RECOGNITION AGREEMENT

United Food and Commercial Workers, Local 1189 (the "Union"), and the Wedge Community Co-op ("Employer") now enter into the following Card Check and Recognition Agreement:

WHEREAS, the Union and Employer are currently signatory to a collective bargaining agreement effective April 1, 2016 through March 31, 2019 ("CBA");

WHEREAS, the bargaining unit covered by the existing CBA is defined at Article 1, Section 1.1 as:

[A]ll hourly employees from the Employer's Lyndale location employed in the following departments: Produce, Grocery, Prepared Foods, Kitchen, Meat and Seafood, Front End, HBC, and Maintenance as well as receiving employees, the Demo Coordinator Position, and all substitute employees: excluding all other employees, Managers, Department Heads, Assistant Managers, Managers-On-Duty, Human Resources personnel, Marketing, Clerical and supervisors and guards as defined in the National Labor Relations Act as amended.

WHEREAS, the collective bargaining agreement does not currently cover employees in the following classifications: Scanning Assistant, Scanning Coordinator, IT Specialist 1 & 2, Accounting Specialist, IT & Accounting Specialist, Member Services Clerk, Bookkeeper, and Reconciliation Clerk (the "Residual Employees");

WHEREAS, the Union now seeks to represent the Residual Employees for purposes of collective bargaining;

THEREFORE, the Union and Employer hereby agree as follows:

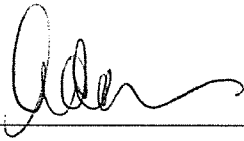
1. **Recognition and Bargaining**: In the event that a majority of Residual Employees provide written authorization for the Union to represent them for the purpose of collective bargaining, the Employer shall voluntarily recognize the Union as the exclusive representative of the Residual Employees. Such authorization may be demonstrated through any written means, including but not limited to a petition signed by a majority of Residual Employees.
2. **Appropriate Bargaining Unit**: In the event that the Employer voluntarily recognizes the Union as the exclusive representative of the Residual Employees as set forth in Paragraph 1, the Union and Employer agree to modify Article 1, Section 1.1 of the existing CBA to define the bargaining unit as follows:

The Union is recognized as the exclusive bargaining representative of the unit consisting of all hourly employees from the Employer's Lyndale location employed in the following departments: Produce, Grocery, Prepared Foods, Kitchen, Meat and Seafood, Front End, HBC, IT, Scanning, Finance, and Maintenance as well as receiving employees, the Demo Coordinator Position, Reconciliation Clerk, and all substitute employees: excluding all other employees, Managers, Department Heads, Assistant Managers, Managers-On-Duty,

Human Resources personnel, Marketing, and supervisors and guards as defined in the National Labor Relations Act as amended.

Suppliers, vendors, salesmen, and non-bargaining unit employees shall not be permitted to perform bargaining unit work with the exception of the Store Director, Department Heads, Assistant Department Heads, Cheese Supervisor, and Managers on Duty who may perform bargaining unit work.

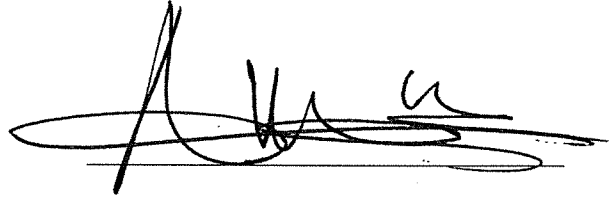
3. Arbitration: The Union and Employer agree that final and binding arbitration pursuant to Article 10, Section 10.1 of CBA the will be the exclusive remedy for any alleged violations of this Agreement and any dispute or claim arising from or relating to the interpretation or application of any provision of this Agreement.



The Wedge Community Co-op

3/31/2017

Dated



UFCW Local 1189

3/31/2017

Dated

Appendix "A"
Wage Rates, Salaries, and Additional Hourly Premiums
Effective April 1, 2017

	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6
start	11.00	12.00	14.00	16.00	17.00	19.00
after probation	11.25	12.25	14.25	16.25	17.25	19.25
1 year	11.50	12.50	14.50	16.50	17.50	19.50
2 years	12.00	13.00	15.00	17.00	18.00	20.00
3 years	12.50	13.50	15.50	17.50	18.50	20.50
4 years	13.00	14.00	16.00	18.00	19.00	21.00
5 years	13.50	14.50	16.50	18.50	19.50	21.50
6 years	14.00	15.00	17.00	19.00	20.00	22.00
7 years	14.50	15.50	17.50	19.50	20.50	22.50
8 years	15.00	16.00	18.00	20.00	21.00	23.00
9 years	15.50	16.50	18.50	20.50	21.50	23.50
10 years	16.00	17.00	19.00	21.00	22.00	24.00
11 years	16.50	17.50	19.50	21.50	22.50	24.50
12 years	17.00	18.00	20.00	22.00	23.00	25.00
13 years	17.50	18.50	20.50	22.50	23.50	25.50
14 years	18.00	19.00	21.00	23.00	24.00	26.00
15 years	18.50	19.50	21.50	23.50	24.50	26.50
16 years	18.50	19.50	21.50	23.50	25.00	27.00
17 years	18.50	19.50	21.50	23.50	25.50	27.50
18 years	18.50	19.50	21.50	23.50	25.50	28.00
19 years	18.50	19.50	21.50	23.50	25.50	28.50
20 years	18.50	19.50	21.50	23.50	25.50	29.00
21 years+	18.50	19.50	21.50	23.50	25.50	29.50
Effective 4/1/2018 New Maximum	19.00	20.00	22.00	24.00	26.00	30.00
Customer service: .50 premium						

Effective April 1, 2016 employees will be placed on the scale based on their years of service with the employer and will progress through the scales on their anniversary date.

In the event that the city of Minneapolis raises the minimum wage higher than the starting rates listed above, the Union and the Employer agree to meet and negotiate the impact of this ordinance.

Pay Grade 1		
Cashier/Bagger	Dishwasher	Juice Bar Staff
Customer Service	Floral Staff	Meat & Seafood Staff
Cheese Staff	Grocery Staff	Prep Foods Counter Staff
Counter Staff	Health & Body Care Staff	Produce Staff
Kitchen Staff	Housekeeping	
Pay Grade 2	Pay Grade 3	Pay Grade 4
Assistant Buyer	Buyer	Meat & Seafood Production
Demo Staff	Data Coordinator	Cutter
Cook	Front End Coordinator	Scanning Coordinator
Front End Runner	Maintenance Coordinator	
	Member Services Clerk	
	Receiver	
	Reconciliation Clerk	
	Scanning Assistant	
	Shift Lead	
Pay Grade 5	Pay Grade 6	
Accounting Specialist	IT Specialist 2	
Bookkeeper	IT & Accounting Specialist	
IT Specialist 1		

This addendum shall take place effective April 1, 2017 and shall continue through March 31, 2019 and shall continue from year to year thereafter unless either party serves notice in writing upon the other party sixty (60) days prior to the expiration date of its desire to terminate, modify or amend provisions of this Agreement, at which time either party desiring a change shall notify the other party in writing of the specific Sections or Articles they are desirous of changing so that negotiations may be started as early as possible during the sixty (60) day notice period. All attached Appendices are made a part

Dated this 1st day of May, 2017.

For the Employer:

The Wedge d/b/a
The Wedge Community CO-OP

Name Adam

Title Human Resources Director

For the Union:

United Food and Commercial
Workers Local No. 1189

Name Abraham Wangnoo

Title [Signature]