

Letter of Agreement  
By and Between  
Miner's Incorporated d/b/a Woodland Marketplace Foods  
And  
United Food and Commercial Worker's Union Local 1189  
**Grocery Unit**

This Agreement is entered into and is effective on April 29, 2013, between Miner's Incorporated d/b/a Woodland Marketplace Foods and United Food and Commercial Worker's Union, Local 1189 Grocery Bargaining Unit chartered by the United Food and Commercial Workers Union.

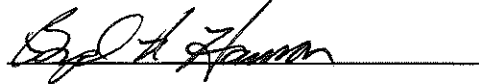
Whereas, Miner's Incorporated d/b/a Woodland Marketplace Foods (the "Employer") and United Food and Commercial Worker's Union Local 1189 Grocery Bargaining Unit (the "Union") recognize the need to extend the current collective bargaining agreement between the Employer and the Union (the "Labor Contract") in anticipation of the 2014 implementation of the federal Affordable Care Act.

Whereas this Agreement extends the current Labor Contract for one (1) year with all language, terms, letters of understanding, and conditions remaining the same except the following changes:

1. Add to Health & Welfare Article: Employees may apply up to 3 days of vacation time per year for the sole purpose of increasing compensated time in the event the Employee is short hours for purposes of a monthly health fund contribution. If all vacation time is already scheduled, time must be removed from the vacation schedule.
2. Move Personal Day language from Holiday Article to Vacation Article and pay earned Personal Days based on the Employee's average daily hours.
3. Health and Welfare rate increase effective July 1, 2013:  
Family \$1,090/month  
Single \$460/month
4. Health & Welfare Article subject to reopening on or after August 1, 2013 by either party on 30 days' notice.
5. Increase beginning wage rate for new Part Time Food Handling Employees to \$7.50/hour and delete the "520 Hours" wage progression.
6. Increase beginning wage rate for new Part Time Non-Food Handling Employees to \$7.40/hour.
7. Wage increase of \$.35/hour for top and over scale employees retroactive to April 28th, 2013.
8. New contract expiration date April 26, 2014 (one year agreement)


Dated this 28 day of June 2013

FOR THE EMPLOYER



On behalf of: Miner's Incorporated  
d/b/a Woodland Marketplace Foods

FOR THE UNION

  
Daniel Hudyma – Union Representative

**Letter of Agreement**  
By and Between  
Miner's Incorporated d/b/a Woodland Marketplace Foods  
And  
United Food and Commercial Worker's Union Local 1189  
**Meat Unit**

This Agreement is entered into and is effective on April 29, 2013, between Miner's Incorporated d/b/a Woodland Marketplace Foods and United Food and Commercial Worker's Union, Local 1189 Meat Bargaining Unit chartered by the United Food and Commercial Workers Union.

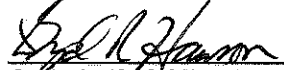
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Whereas this Agreement extends the current Labor Contract for one (1) year with all language, terms, letters of understanding, and conditions remaining the same except the following changes:

1. Add to Health & Welfare Article: Employees may apply up to 3 days of vacation time per year for the sole purpose of increasing compensated time in the event the Employee is short hours for purposes of a monthly health fund contribution. If all vacation time is already scheduled, time must be removed from the vacation schedule.
2. Move Personal Day language from Holiday Article to Vacation Article and pay earned Personal Days based on the Employee's average daily hours.
3. Health and Welfare rate increase effective July 1, 2013:  
Family \$1,090/month  
Single \$460/month
4. Health & Welfare Article subject to reopening on or after August 1, 2013 by either party on 30 days' notice.
5. Wage increase of \$.35/hour for top and over scale employees retroactive to April 28th, 2013.
6. New contract expiration date April 26, 2014 (one year agreement)

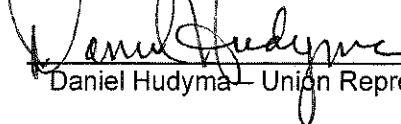
Dated this 28 day of June 2013

FOR THE EMPLOYER



On behalf of: Miner's Incorporated  
d/b/a Woodland Marketplace Foods

FOR THE UNION



Daniel Hudyma - Union Representative