

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 May 1, 2016, between Miner's Incorporated d/b/a Woodland Marketplace Foods and United Food and Commercial Workers Union Local 1189 Meat 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") mutually desire to extend the current collective bargaining agreement between the Employer and the Union (the "Labor Contract").

Whereas this Agreement extends the current Labor Contract five (5) years with all language, terms, letters of understanding, conditions, and applicable amendments remaining the same except the following changes:

1. During the term hereof, the monthly Health and Welfare contribution rates shall follow the applicable rates set forth in the ARGA 2016-19 Meat Unit Contract and any related extension or successor agreement.
2. The stated pension contribution rate in paragraph 15.6A of "\$182.00" per month for full-time employees shall continue to be paid at the corrected rate of "\$209.73" per month.
3. Mark Knudtson shall be "red-circled" and receive a wage increase to \$22.18/hour effective July 15, 2018. Thereafter, he will receive an hourly wage during 2019 and 2020 equal to the negotiated top Journeyman Meatcutter rate contained in the collective bargaining agreement to be negotiated by the Arrowhead Retail Grocers Alliance (ARGA), which negotiations are anticipated to commence in early 2019.
4. The contract expiration date is April 24, 2021.

Dated this 26th day of November 2018

FOR THE EMPLOYER



Boyd R. Hanson, HR Director on behalf of
Woodland Marketplace Foods

FOR THE UNION



Tom Cvar, Union Representative