

**Letter of Understanding
By
And
Between
UFCW 1189
And
Zup's Cook and Tower**

The Employer and the Union are parties to a written Collective Bargaining Agreement (CBA) in effect from June 3, 2018-June 5, 2021. The parties have agreed the following:

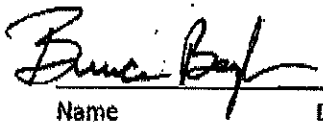
There was an error in the draftsmanship of the current collective bargaining agreement under Article 36, Health and Welfare and Pension, Section 2 (B). The following language as inadvertently excluded and should be incorporated in the current CBA:

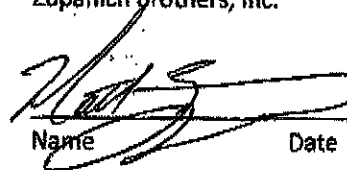
Effective July 1, 2015- Employees hired on or after July 1, 2015, the Employer will pay the single contribution rate on behalf of Employees who work thirty (30) or more hours per week to be eligible for Health Insurance as per the ACA.

Effective July 1, 2015, Employees who work under thirty (30) hours will not be eligible for Health Insurance.

UFCW Local 1189

Zupanich Brothers, Inc.

 7-30-2020
Name Date

 8-05-20
Name Date