

LETTER OF UNDERSTANDING  
BETWEEN  
UFCW 1189  
AND  
CITY OF PROCTOR  
d/b/a  
MUNICIPAL LIQUOR STORE

Health and Welfare and Wage Increases effective 1/1/21 and 1/1/2022:

- HRA contribution of \$1.00 per hour no more than 40 hours per week or \$2080 for all full time employees in years 2021 and 2022
- 2% wage increase for 2021
- 3% wage increase for 2022
- Strike F in Article IX Health and Welfare
- City will pay 100% of the health insurance premium or 85% whichever is applicable

CITY OF PROCTOR  
MUNICIPAL LIQUOR STORE

By Jess Rich 1/15/2021  
Jess Rich Date  
City Administrator

UNITED FOOD AND COMMERCIAL  
WORKERS UNION LOCAL #1189

By Stacy Spexet 1/15/2021  
Stacy Spexet Date  
Union Representative