

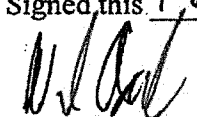
Oxendale's Enterprises  
CONVENTIONAL GROCERY AND MEAT  
UNITED FOOD AND COMMERCIAL WORKERS UNION  
LOCAL #1189  
April 7, 2019 – April 9, 2022


Temporary Letter of Understanding  
Effective March 1 to May 1, 2020

The Union and the Employer agree that Part Time Tier 1-3 employees will be allowed to work hours, including overtime, in excess of those outlined in Article 6 without the Employer incurring any obligation for benefits beyond those assigned to their current Tier.

Full Time employees will not be denied hours including overtime hours because of this agreement.

Signed this 18 day of March, 2020.

  
\_\_\_\_\_  
For The Employer

  
\_\_\_\_\_  
For The Union