

Letter of Understanding


Reference is made to the Collective Bargaining Agreement (the "CBA") dated November 22, 2021, between Vireo Health of Minnesota, LLC (the "Employer") and United Food & Commercial Workers Local 1189. The parties acknowledge that, notwithstanding that Exhibit A to the CBA provides for a single Lead Cultivator position, the parties agree that, as of October 10, 2022, there shall be up to three (3) Lead Cultivator positions at the Employer's discretion, subject to the provisions of this paragraph. The additional two (2) Lead Cultivator roles are of a temporary nature and will remain in effect until either a Lead Cultivator separates from the company or moves to a different role within the Employer. Once a Lead Cultivator separates from employment by the Employer or transfers into a different role, the Employer shall not be under any obligation to appoint another Lead Cultivator so long as a minimum of one (1) Lead Cultivator role is maintained.

Agreed to this 10 day of October, 2022.

Vireo Health of Minnesota, LLC

United Food & Commercial Workers Local 1189

By: 
Timothy Blum

By: 
Claire Van den Berghe