



October 18, 2022

Letter of Agreement

Between TCCP/Co-op Partners Warehouse and UFCW 1189

This letter is to confirm an agreement made following our Labor Management Committee meeting on September 15, 2022 regarding the second shift at Co-op Partners Warehouse.

Second Shift times

The second shift will be 1:00pm to 9:00pm

Additional pay

In order to ensure proper staff coverage and appropriately compensate employees working on the second shift, all bargaining unit employees who work the second shift will receive an additional \$1.00 per hour shift differential. The differential applies to those employees who are regularly scheduled to work the second shift, and will apply to all hours worked and paid time off.

Voluntary shift exchanges will be allowed between 1st and 2nd shift employees, subject to management approval. No such requests will be unreasonable denied. Any 1st shift employees volunteering to exchange with a second shift employee will be paid their regular rate of pay without the \$1.00 shift differential. The 2nd shift employee will still get their \$1.00 differential while working on the first shift during a shift exchange or when voluntarily helping the company on the first shift.

Future openings for the second shift will be posted and filled according to regular posting and filling procedures. Anyone hired internally or externally to work the second shift will receive the \$1.00 per hour shift differential. Similarly, any employee who voluntarily applies and is moved from the second shift to the first shift will no longer receive the \$1.00 per hour shift differential.

This agreement modifies Appendix "A" of the Collective Bargaining Agreement.

Adam Gower
TCCP/Co-op Partners Warehouse

10/18/2022

Date

Abraham Wangnoo
UFCW Local 1189

10/20/2022

Date