

MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN
UFCW LOCAL NO. 3000 AND METROPOLITAN MARKET

Metropolitan Market (Employer) and UFCW Local No. 3000 (Union) agree to modify the parties' Collective Bargaining Agreement (CBA), subject to the ratification of UFCW 3000 membership, and to settle any pending disputes over the wage implementation of the 2022 Allied Grocery Settlement in this Memorandum of Understanding (MOU), as follows.

Grocery Legacy A and APC Appendices will be discontinued and replaced by the Flexible Purpose Clerk (FPC) Appendix, below. In no event, shall the FPC Appendix wage scale be less than twenty-five cents (\$0.25) per hour above the current applicable minimum wage, or less than twenty-five cents (\$0.25) between each step.

Employees shall be placed on the FPC Appendix based upon hours worked or credited, exclusively, and progress from there. Across the Board (ATB) increases will not apply to the first increase after ratification of this agreement.

FPC Appendix Journeypersons covered by the Grocery CBA shall receive a Tenure Premium of one-dollar (\$1.00) per hour after ten (10) years of continuous service. The Senior Journeyperson classification will be discontinued. A minimum one-dollar (\$1.00) per hour Department Manager Premium will be implemented. Employees working in the position of Department Manager (a.k.a. Department Team Leader) and covered by the Grocery CBA will be eligible for the Department Manager Premium. This premium will apply to all Grocery CBA covered Department Team Leaders working as Department Manager, leading all others in the department. Departments are subject to change based upon business needs, before any such changes occur that would affect this MOU, the Employer and the Union shall meet to discuss the changes. Regardless of future structural changes, the Department Manager Premium will apply to all Grocery CBA covered employees in a Department Manager (a.k.a. Department Team Leader) position, or a position performing equivalent functions


Nothing herein this agreement limits the Employer from paying employees above scale consistent with the current Grocery CBA. Implementation of the FPC Appendix and related considerations to become effective the first Sunday of the first full pay period following ratification. Metropolitan Market reserves the option, at any open contract period, to discontinue this MOU and return to the Allied Employers Appendices and progression schedules, effective the first Sunday after the ratification of a new Allied Employers and UFCW 3000 agreement, provided an interim agreement is in place. Employees would be red circled with wages not reduced but held until Allied contract rates exceed. Employees would be mapped to Allied Appendices and progression schedules based upon hours worked or credited, exclusively.


This MOU and all of its provisions contained herein cover Metropolitan Market King County store locations, exclusively. Any store locations outside of King County would be subject to bargaining between Metropolitan Market and UFCW 3000.

IN WITNESS WHEREOF, we attach our signatures this 29 day of Nov., 2022.

METROPOLITAN MARKET

UNITED FOOD & COMMERCIAL
WORKERS UNION LOCAL NO. 3000

BY 
Lisa Cole
VP of Human Resources

BY 
Faye Guenther
President

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Flexible Purpose Clerk (FPC)								
Step	Hours	5/8/2022	1st Sunday After Ratification	1/1/2023	5/7/2023	1/1/2024	5/5/2024	1/1/2025
Journey person		\$ 21.15	\$22.15	\$ 22.15	\$ 23.65	\$ 23.65	\$ 25.15	\$ 25.15
6	5201-5720	\$ 19.27	\$20.25	\$ 20.50	\$ 20.50	\$ 21.75	\$ 21.75	\$ 22.55
5	4161-5200	\$ 19.02	\$20.00	\$ 20.25	\$ 20.25	\$ 21.50	\$ 21.50	\$ 22.30
4	3121-4160	\$ 18.77	\$19.75	\$ 20.00	\$ 20.00	\$ 21.25	\$ 21.25	\$ 22.05
3	2081-3120	\$ 18.52	\$19.50	\$ 19.75	\$ 19.75	\$ 21.00	\$ 21.00	\$ 21.80
2	1041-2080	\$ 18.27	\$19.25	\$ 19.50	\$ 19.50	\$ 20.75	\$ 20.75	\$ 21.55
1	0-1040	\$ 18.02	\$19.00	\$ 19.25	\$ 19.25	\$ 20.50	\$ 20.50	\$ 21.30
Helper Clerk								
Step	Hours	5/8/2022	1st Sunday After Ratification	1/1/2023	5/7/2023	1/1/2024	5/5/2024	1/1/2025
4	Thereafter	\$ 18.27	\$19.00	\$ 19.75	\$ 19.75	\$ 21.00	\$ 21.00	\$ 21.80
3	1561-2600	\$ 18.02	\$18.75	\$ 19.50	\$ 19.50	\$ 20.75	\$ 20.75	\$ 21.55
2	521-1560	\$ 17.77	\$18.25	\$ 19.25	\$ 19.25	\$ 20.50	\$ 20.50	\$ 21.30
1	0-520	\$ 17.52	\$18.00	\$ 19.00	\$ 19.00	\$ 20.25	\$ 20.25	\$ 21.05
Courtesy Clerk								
Step	Hours	5/8/2022	1st Sunday After Ratification	1/1/2023	5/7/2023	1/1/2024	5/5/2024	1/1/2025
2	Thereafter	\$ 17.77	\$18.25	\$ 19.25	\$ 19.25	\$ 20.50	\$ 20.50	\$ 21.30
1	0-1040	\$ 17.52	\$18.00	\$ 19.00	\$ 19.00	\$ 20.25	\$ 20.25	\$ 21.05