

**SUPPLEMENTAL COLLECTIVE BARGAINING AGREEMENT BETWEEN
RESTAURANT DEPOT/JETRO CASH & CARRY
AND
U.F.C.W. LOCAL 2013
APPLICABLE TO EMPLOYEES OF THE WOODENVILLE, WA BRANCH
Effective January 21, 2021
For the four-year term
Expiring January 20, 2025**

RJB

THIS SUPPLEMENTAL AGREEMENT, is made and entered into as of January 21, 2021, by and between Local 2013 UFCW, located at 9235 4th Avenue, Brooklyn, NY 11209, hereinafter referred to as the “Union,” and Jetro Holdings, LLC, hereinafter referred to as the “Employer” or the “Company,” for its warehouse located at 6219 238th Street, Woodinville, WA 98071 (“Location”).

WITNESSETH:

NOW, THEREFORE, it is mutually agreed as follows:

ARTICLE I - RECOGNITION

The Employer recognizes and acknowledges the Union as the sole and exclusive collective bargaining agent for “employees” (used herein as defined in the “General Agreement” (defined below) at the Location.

ARTICLE II - SCOPE OF THIS AGREEMENT

Annexed hereto is the General Collective Bargaining Agreement by and between the Union and the Employer entered into on the 12th day of September 2020 (“General Agreement”). Except as specifically modified herein, the terms of the General Agreement, and any successor General Agreement, shall be applicable to the employees at the Location.

ARTICLE III - UNION SECURITY

See General Agreement.

ARTICLE IV - NO STRIKES OR LOCKOUTS

1. During the term of this Supplemental Agreement, or any extension thereof, the Union agrees that there shall be no strike, slowdown, boycott, picketing or work stoppage for any cause whatsoever. The Union, its officers and agents further agree that they will not encourage, condone, aid or support any such strikes, slowdowns, boycotts, work stoppages, picketing or any other violation of this section, directly or indirectly.

2. The Employer agrees that it will not effect or engage in a lockout against employees covered hereunder during the term of this Supplemental Agreement.

3. Where an authorized work stoppage, slowdown, boycott or strike occurs, the Union will make immediate and substantial efforts to return its members to their respective jobs and shall immediately direct each of its members in writing to return to work and cease any further actions which may affect operations. Nothing herein contained shall preclude the Employer from seeking injunctive relief in Federal or State courts immediately upon the threat or occurrence of any



slowdown, work stoppage, strike or other violation of this section.

4. Should any employee or group of employees fail to report to work after being notified by the Union to do so, or otherwise violate this section, the Employer shall have the right to summarily discharge or otherwise discipline the aforementioned employee or group of employees without recourse to the grievance-arbitration procedure.

ARTICLE V - WAGE INCREASES

In addition to the Wage Increases provision of the General Agreement:

1. Retroactive to January 21, 2021, all non-probationary employees shall receive a wage increase of \$.50 per hour.

2. Effective January 21, 2022, all non-probationary employees shall receive a wage increase of \$.25 per hour.

3. Effective July 22, 2022, all non-probationary employees shall receive a wage increase of \$.25 per hour.

4. Effective January 20, 2023, all non-probationary employees shall receive a wage increase of \$.30 per hour.

5. Effective July 21, 2023, all non-probationary employees shall receive a wage increase of \$.30 per hour.

6. Effective January 19, 2024, all non-probationary employees shall receive a wage increase of \$.30 per hour.

7. Effective July 19, 2024, all non-probationary employees shall receive a wage increase of \$.25 per hour.

8. New employees after completing their probationary period of sixty (60) days shall receive a wage increase of twenty-five cents (\$.25) per hour.

ARTICLE VI - SICK LEAVE

See General Agreement.

ARTICLE VII - EXPIRATION

This Agreement shall expire midnight on **January 20, 2025**. It shall be automatically renewed from year to year thereafter, unless modified or terminated by either party giving to the other party not less than sixty (60) days written notice, by registered mail, prior to the next termination date, of its desire to modify or terminate this Agreement. Should said sixty (60) days' notice be given,



joint conferences between the parties shall commence at least thirty (30) days before the termination date, for negotiation purposes.

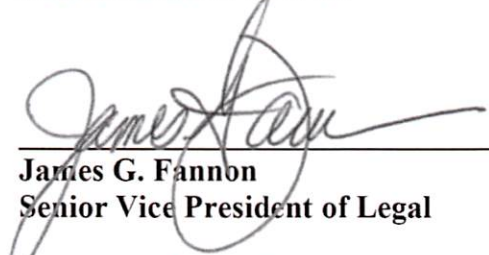
ARTICLE VIII - TERM OF AGREEMENT

This supplemental Agreement shall be a four (4) year Agreement and shall go into force and effect on **January 21, 2021** and shall continue in effect until midnight **January 20, 2025**.


IN WITNESS WHEREOF, the parties hereto have caused these presents to be executed by duly authorized officers and have hereunto set their hands and seals the day and year first above written.

RESTAURANT DEPOT

UFCW, LOCAL 2013



James G. Fannon
Senior Vice President of Legal
DATED: May 20, 2021



Louis Mark Carotenuto
President
6/14/2021
DATED: _____

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