

Redshell
And
UFCW 135, 324, 770, 1167 and 1442
Memorandum of Agreement
October 24, 2016

All terms and conditions of the 2014 - 2016 Collective Bargaining Agreement between Redshell and UFCW Locals 135, 324, 770, 1167 and 1442 shall remain in full force and effect except as set forth below.

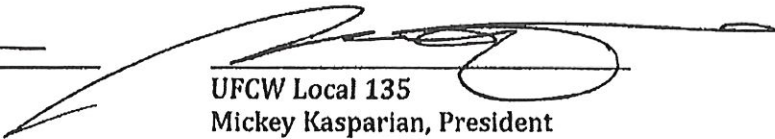
1. Term of new Agreement: March 7, 2016 to March 3, 2019.
2. Sushi Chef and Sushi Assistant "thereafter" rates and above will be increased by 30¢ per hour effective March 7, 2016, 30¢ per hour effective March 6, 2017, and 25¢ per hour effective March 5, 2018. Over-scale employees will receive the increase.
3. Modify the Minimum Wage side letter to read: "In the event the State, Federal or any municipal minimum wage increases during the term of this Agreement (2016 - 2019) to a rate greater than eight dollars (\$8.00), each rate will be at least twenty cents (\$.20) above the minimum wage. Further, each rate will be at least ten cents (\$.10) higher than the previous rate in the progression schedule. Finally, this Letter expires on March 3, 2019. The parties agree to the new progression scales on the attached.
4. The Company will continue to contribute \$4.42 per hour for all straight time hours worked in first two (2) years and up to \$4.67 effective in March 2018.
5. The Company will continue the current hourly contribution of \$1.783 per hour plus an additional 20.7¢ per straight time hour worked or paid each year of the contract:
October 2016 = \$1.99, October 2017 = \$2.197, October 2018 = 2.404.
6. The schedule will NOT be used for disciplinary or punitive purposes.
7. All holidays will be celebrated on the actual day.

Agreed to this 24th day of October.

For Nagatanien, Redshell Foods, LLC

For the Unions


Kevin Kimura, President


UFCW Local 135
Mickey Kasparian, President

Greg Conger for
UFCW Local 324
Greg Conger, President

Ricardo E. Icaza for
UFCW Local 770
Ricardo E. Icaza, President

Rick Bruer
UFCW Local 1167
Rick Bruer, President

Michael Straeter
UFCW Local 1442
Michael Straeter, President