



MEMORANDUM OF AGREEMENT
Best and Final Offer

This Memorandum of Agreement (“MOA”) is made and effective this 28th day of **August 2017** by and between Restaurant Depot – Colton, CA Warehouse (Location No. 601) and UFCW Local 2013, formerly UFCW Local 348-S (“Union”). RD Colton CA and the Union are referred to collectively as “the Parties”.

WHEREAS, RD – Colton, CA and the Union are parties to a collective bargaining agreement (“CBA”) that expired on **July 16, 2017** and;

WHEREAS, the Parties have been engaged in collective bargaining negotiations for a successor collective supplemental bargaining agreement (“successor Supplemental CBA”), and;

WHEREAS, the Parties having agreed to the material terms and conditions for a successor Supplemental CBA now wish to memorialize the terms of their Agreement for the purpose of having such terms ratified by the bargaining unit, and to identify those terms and conditions that are to be included in a new printed Supplemental CBA.

NOW, THEREFORE, the Parties agree as follows:

1. This MOA contains the material terms and conditions to be included in the successor Supplemental CBA. It is understood and agreed that in addition to the terms and conditions set forth, certain technical and non-material changes to the CBA are necessary. Examples would be items such as the correction of typographical and/or punctuation errors, grammatical changes and replacing Local 348-S or Local 348 Affiliated Funds to UFCW Local 2013 & Affiliated Funds. Upon approval of such modifications by the Employer, the Parties agree that the successor CBA shall include such modifications without the need for further ratification by the Union’s negotiating committee.

2. Except as set forth in this MOA (and subject to paragraph 1) all other terms or the Supplemental CBA shall remain in effect and shall be included in the successor Supplemental CBA.



1. Term of Agreement. The agreement will be a four year agreement effective on July 16, 2017 – July 17, 2021.

2. Wage Increases. All non-probationary employees, as of the effective dates, shall receive a wage increase effective as of the following dates:

July 16, 2017	\$0.50
January 14, 2018	\$0.30
July 15, 2018	\$0.30
January 20, 2019	\$0.25
July 14, 2019	\$0.30
January 19, 2020	\$0.30
July 19, 2020	\$0.35
Total	\$2.30

All other terms and conditions that are not modified in this MOA shall remain the same, MOA subject to ratification.

Restaurant Depot

U.F.C.W. Local 2013