

MEMORANDUM OF AGREEMENT

WHEREAS, City Harvest, Inc. (“Employer”) and Teamsters Local 804 (“Union”) are parties to that certain collective bargaining agreement (“CBA”), effective June 10, 2022, to June 9, 2025.

WHEREAS, Article 22, Section 2 of the CBA provides for certain wages rates for Food Transport Drivers to be in effect for the first year of the CBA (*i.e.*, June 10, 2022, through June 9, 2023);

WHEREAS, Article 22, Section 2 further provides that the “Company and the Union agree to meet and confer to reopen negotiations during the term of this Agreement regarding additional increases to be effective during the second and third year of the Agreement. Any additional increases for the second and third years of this Agreement shall be retroactive (*i.e.*, retroactive to June 9, 2023 and/or June 9, 2024);

WHEREAS, the Employer and the Union, along with the Union’s bargaining committee, have conducted good-faith negotiations for wage rate increases for the second and third years of the CBA, to be effective as of June 9, 2023 (“Year Two”) and June 9, 2024 (“Year Three”), respectively;

WHEREAS, the Employer and the Union tentatively agreed, subject to ratification by a duly-held Union vote, for wage increases equal to Four (4) Percent for Year Two, and Four (4) Percent for Year Three;

WHEREAS, on September __, 2023 (the “Ratification Date”), the Union voted in favor of the proposed wage increases for Year Two and Year Three, and ratified same;


NOW, THEREFORE, the parties agree to modify the current CBA as follows:

- 1) Article 22, Section 2 shall be modified such that all members of the Union shall receive an increase of Four (4) Percent in their current hourly wage rates for Year Two of the CBA. The foregoing wage rate increase shall be retroactive to June 9, 2023, for all Union members who were actively employed by Employer (*i.e.*, not on leave or worker’s compensation) as of the Ratification Date. Any such retroactive payments shall be paid by Employer to eligible Union members on or prior to October __, 2023.
- 2) Article 22, Section 2 shall be further modified such that all members of the Union shall receive an increase of Four (4) Percent in their hourly wage rates in effect as of June 9, 2024, for Year Three of the CBA. The Year Three wage increase shall be effective June 9, 2024, and shall apply to all current Union members actively employed of that date (*i.e.*, not on leave or worker’s compensation).

- 3) Unless specifically modified herein, all other terms and conditions of the CBA shall remain in full force and effect.

Agreed to this 6 day of October 2023.

TEAMSTERS LOCAL 804


Name: Rocco A. Di Paolo
Title: Trustee

CITY HARVEST, INC.

Name:
Title: