

## August 16, 2022 Letter of Agreement

**This Letter of Agreement is by and between United Campus Workers - Communications Workers of America, Local 7799 (“Employer”) and the United Food and Commercial Workers Local 7 (“Union”), collectively (the “Parties”). The Parties have entered into a collective bargaining agreement which is set to expire on October 1, 2023. This letter memorializes understandings reached by the Parties concerning the remaining term of the Agreement. This Agreement shall not be effective unless ratified by the Union’s membership.**

WHEREAS, the Employer has encountered significant financial difficulties, and;

WHEREAS, the Union’s membership employed within the bargaining unit wish to ensure the continued financial health of the organization;

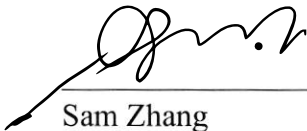
The Employer and the Union agree as follows:


This Letter of Agreement shall expire on October 1, 2023 unless renewed in writing by the mutual consent of the Employer and the Union. Notwithstanding any provisions to the contrary in the current collective bargaining agreement, the following changes shall be effective as of July 1, 2022 (the “Effective Date”).

1. As concerns Article 16, Severance Pay, no employee hired on or after the Effective Date but before the expiration of this Letter of Agreement shall be eligible for severance pay unless the employee shall have completed at least one (1) year of service with the Employer.
2. Effective from the Effective Date, the non-elective contributions required from the Employer pursuant to Section 1 of Article 31 concerning retirement shall be equal to 1% of the employee’s salary.
3. Effective during the term of this Agreement, student loan reimbursements provided for by Article 28, Section 3 of the Collective Bargaining Agreement shall be suspended. No employees shall be permitted to receive or accrue such reimbursements so long as this Letter remains in effect.
4. Effective during the term of this Agreement, reimbursements for cellular phone service as provided for under Article 26, Section 3 of the Collective Bargaining Agreement shall be suspended. No employees shall be permitted to receive or accrue

such reimbursements so long as this Letter remains in effect. The total reimbursement permitted under Article 26, Section 3 of the Collective Bargaining Agreement shall not exceed \$35 per month per employee.

Agreed to this 16th day of August, 2022:

  
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Sam Zhang  
Secretary-Treasurer, UCW-CWA Local 7799

  
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Mathew Shechter  
General Counsel, UFCW Local 7