

Agreement

Between

**ARAMark Corporation
Waterloo, IA**

And

**The United Food and
Commercial Workers
District Local 431**

Effective: September 1, 2018

Expires: August 31, 2021

MEMORANDUM OF SETTLEMENT

BETWEEN:

ARAMARK CORPORATION
through its division, Business Services
CAFETERIA SERVICES AT
JOHN DEERE PRODUCT TRACTOR WORKS FACILITY
WATERLOO, IOWA
Hereinafter referred to as "the Company"

and

UNITED FOOD AND COMMERCIAL
WORKERS INTERNATIONAL UNION
LOCAL NO. 431
Hereinafter referred to as "the Union"

1. The parties herein agree to the terms of this memorandum as constituting full settlement of all matters arising through collective bargaining.
2. The undersigned representatives of the parties do hereby agree to recommend complete acceptance of all the terms of this memorandum to their respective principals.
3. The parties herein agree that the term of the collective agreement shall be from September 1, 2018 to August 31, 2021.
4. The parties herein agree that the said collective agreement shall include the terms of the previous collective agreement which expired on August 31, 2018, provided, however, that the following amendments are incorporated:

ARTICLE XIII - ARBITRATION

Should any grievance, controversy, or dispute remain unsettled after exhausting the aforementioned procedure, either party hereto, and only either party, shall if the party desires, demand arbitration within five (5) days after failing to settle the grievance as outlined in paragraph 2 of Step 2. The Arbitrator shall be appointed by mutual consent of the parties. If in the event the parties are unable to agree upon an Arbitrator within seven (7) days after arbitration is invoked, they shall jointly petition the United States Federal Mediation and Conciliation Department and request a panel of five (5) Arbitrators from within a radius of two hundred fifty (250) miles and the parties shall select a single Arbitrator from such panel. The Arbitrators shall on the list shall be members of the National Academy of Arbitrators.

ARTICLE IX - WAGES AND HOURS

Section 2. The normal work week for Cafeteria & Vending employees shall be eight (8) hours per day forty (40) hours per week ~~Monday through Sunday.~~ ~~The payroll week shall begin on Thursday at 12:01 a.m. and end on Wednesday at 11:59 p.m.~~ The workweek shall commence with and reflect the pay cycle of the Company. The Company will provide the Union with thirty (30) days' notice in the event of changes to the workweek. In all cases employees will be paid for all time worked and such employees may be required to work in excess of the regular work day of eight (8) hours or regular work week of forty (40) hours and in that event shall be paid overtime for hours worked in excess of forty (40) hours per week but not in excess of eight (8) per day at the rate of time and one-half (1-1/2) their regular rate of pay. Time and one-half (1-1/2) shall be paid for all hours worked on a holiday in addition to holiday pay. Time and one-half (1-1/2) shall be paid for all work performed on Saturday and double time (2x) for all work performed on Sunday.

Section 7. Employees will be paid at least every two (2) weeks. To the extent permitted by law, all wages shall be paid by check, direct deposit or pay card or other means available provided by the Company, provided that Employees who elect direct deposit or pay card also consent to receive an e-statement.

ARTICLE XX - ARAMARK HOURLY 401(K) PLAN

Note on Employee Contributions and Eligible Earnings:

- Pre-tax
- One percent (1%) to ~~twenty five percent (25%)~~ fifty percent (50%) of Eligible Earnings subject to IRS cap.
- Participants age fifty (50) and older can make additional "Catch-Up Contributions"

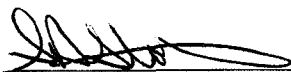
SCHEDULE "A"

WAGES

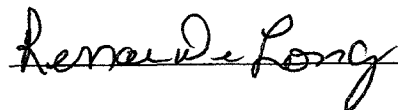
Effective beginning on September 1, 2018, the Company will grant an across-the-board wage increase of thirty cents (\$.30) per hour. Effective September 1, 2019, the Company will grant an across-the-board wage increase of thirty cents (\$.30) per hour. Effective September 1, 2020, the Company will grant an across-the-board wage increase of thirty cents (\$.30).

Signed this 18th day of September 2018.

For the Union

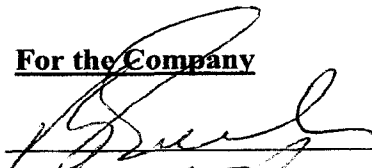


Donnie L. Beaver

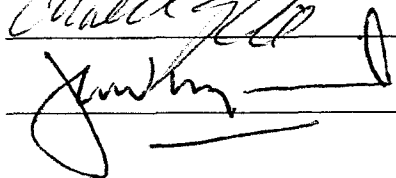


Renaud Longy

For the Company



Michael Zep



Jonathan

UFCW DISTRICT LOCAL UNION 431

JERRY MESSER
PRESIDENT

BOB WATERS
SECRETARY-TREASURER

Davenport Office
2411 W. Central Park Avenue
Davenport, Iowa 52804

(563) 323-3655
1-800-292-7293

You can contact your local union
On the Internet

Our Website address is:

www.ufcw431.com

Please attend your union meetings