

**Memorandum of Agreement between Teamsters Warehouse Employees Union
No. 730 and Eight O’Clock Coffee Company**

Item	Proposal	Disposition
1.	ARTICLE 24 – TERM Six (6) Year Term for New CBA beginning July 17, 2021 through July 17, 2027	Agreed
2.	NEW ARTICLE – New Business Operation The Employer reserves the right to establish one or more new business operations (“New Operation”) at the Landover Maryland Plant (Plant”) that may require new job classifications with qualifications not usually required in the Employer’s current operations.	Agreed
3	ARTICLE 3 WORK WEEK SECTION 2. In furtherance of operational changes, the period of mandatory overtime increased from two 2 hours to 4 hours and 15-minute break every 2hrs of overtime	Agreed
4	ARTICLE 3 SECTION 3 Correct grammatical typo in first sentence of section 3 from “guarantee” to “Guaranteed” (Proposed language changes are reflected below.	Agreed
5	ARTICLE 3 SECTION 6 Delete as moot last sentence in the first paragraph because it is related to a one-time agreement for two specific relief workers.	Agreed
6	ARTICLE 3 SECTION 6 Amend fourth paragraph to add “qualified”.	Agreed
7	ARTICLE 6 SECTION 1 Addition of new classification and elimination of classification that no longer exists. • Add Machine Operator II • Add Sanitation • Add production operator floater • Eliminate Production Forklift • Eliminate Control Room Operator • Add Maintenance Coordinator	Agreed
8	ARTICLE 6 SECTION 11 Ratification Bonus to be paid at • \$250 the first pay period of each quarter for the first year of ratification in addition to • \$500 the first paycheck in December each year. • Eligible Retirees will receive the rest of the \$1,000 ratification bonus if the retirement occurs within the first year of the contract.	Agreed
9	ARTICLE 21, SECTION 3 Total of 4 temporary Plant Shutdowns in 1-week increments. One per calendar quarter. The 4 th shutdown staying within the Christmas week.	Agreed
10	ARTICLE 22, Anti-discrimination (add language)	Agreed
11	AGREEMENT Update to reflect new agreement	Agreed

12	ARTICLE 4, Holidays – Add June 19 th	Agreed
13	ARTICLE 6, SECTION 1 Increase hourly rate by \$0.50 per hour per year.	Agreed
14	ARTICLE 6, SECTION 3 Delete preference list by July 1, 2006 and delete February	Agreed
15	ARTICLE 12, SECTION 4 Four days for funeral leave regardless of distance	Agreed
16	ARTICLE 13, SECTION 1 1. Employees hired after June 12, 2006 and before ratification of new contract will gain one day of sick leave per year up to a maximum of 12 days. 2. Employees hired after June 12, 2006 and before ratification of new contract can bank a maximum of 12 days. 3. Employees hired after the ratification of new contract will gain half (0.5) days sick days per month.	Agreed
17	ARTICLE 17, SECTION 2 Health and Welfare 1 st year rate will increase on February 2021 from \$8.34 to \$8.50 per hour and stays at this rate unless the fund reserve goes below 15 months. If the reserve goes below 15 months, rate will increase by \$0.50 per hour for a period of 12 months.	Agreed
18	ARTICLE 19, SECTION 1 Pension 4.9 percent increase each year of the contract beginning July 1, 2021.	Agreed

Union Signatures:

Employer Signatures:
