

Retail Grocery and Meat Contract Ratification

VOTING TIMES AND LOCATIONS

Thursday, AUGUST 4, 2016

Members may vote in ANY location.
 Ratification meetings will be held at 9 AM, 12 Noon, and 4 PM at the Maplewood Community Center & at 6 PM at the Union Hall in South St. Paul.

7:30	Hall open									
8:00 - 9:00		County Mkt N.BRANCH 8-9 voting	Lunds/By PENFIELD 8-9 voting	Festival HUGO 8-9 voting	Kowalskis WBL CUB 8-9 voting	Cub ARCADE 8-9 voting	Cub MWWEST 8-9 voting	Cub HASTING 8-9 voting	Jerrys CUB SUNRAY 8-9 voting	
9:00	9:00 Ratification meeting									
10:00 - 11:00		Cub FORESTL 10-11 voting	Rainbow MIDWAY 10-11 voting	Kowalskis OKPKH 10-11 voting	Kowalskis WBL 10-11 voting	Cub PHALEN 10-11 voting	Jerrys CUB LARPENT 10-11 voting	Cub CGROVE 10-11 voting	Lunds/By WOODB 10-11 voting	
12:00 - 1:30	UNION HALL open for voting 7:30 AM to 7:00 PM	12:00 Ratification meeting	Festival CIRC PNS 12-1:30 voting	Cub MIDWAY 12-1:30 voting	Cub STILLWTR 12-1:30 voting	Cub WBLakeS 12-1:30 voting	County Mkt HUDSON 12-1:30 voting	Lunds/By ROSEVL 12-1:30 voting	Jerrys CUB WSP 12-1:30 voting	Kowalskis WOODB 12-1:30 voting
2:00 - 3:00	Maplewood Community Center open for voting 9:00AM to 5:00 PM		Cub BLAINE 2-3 voting	Lunds/By FRDPKY 2-3 voting	Rainbow WB AVE 2-3 voting	Festival WBL 2-3 voting		Jerrys CUB HARMAR 2-3 voting	Cub IGH 2-3 voting	Jerrys Foods WOODB 2-3 voting
4:00 - 5:00	4:00 Ratification meeting	Cub ARDENH 4-5 voting	Kowalskis GRAND 4-5 voting	Cub MWEAST 4-5 voting	Cub OAKDALE 4-5 voting				Jerrys CUB WOODB 4-5 voting	
6:00 - 7:00	6:00 Ratification Meeting	Staff and negotiating committee members will be at each work location to answer questions and conduct the vote in the breakroom at the times listed above. Members may vote at the Union Hall between 7:30 AM and 7:00 PM or at Maplewood Community Center from 9:00 AM to 5:00 PM Four Ratification Meetings have been scheduled for members who would like to attend. Pres. Christensen will be at the Maplewood Com Ctr from 9-5 and the Union hall from 6 - 7 pm								

The following settlement comes with the Union Negotiating committee's acceptance and full recommendation to vote "Yes" to accept.

Contract duration: Three (3) years from April 3, 2016 – April 6, 2019

**All Dates for Lunds/Byerlys will be the following day to correspond with the pay periods. Monday April 4, 2016 – April 7, 2019)*

Health & Welfare:

Employees who currently qualify for Health care coverage will continue to be eligible for coverage.

Eligibility for Coverage: Regular and OTJ PT employees who "Opted in" (elected coverage) and were grandfathered (during the 10/4/2014 qualification period) for coverage effective January 1, 2015 AND/OR those who average thirty (30) or more hours (as determined during the 12 month measurement period) and who "Opt in"/elect coverage and employee contributions.

Employer contribution increases:

<u>Effective Date:</u>	<u>Full-time:</u>	<u>Part-time:</u>
<u>Year 1:</u>		
Employer contribution increase:		
April 3, 2016	+\$8.00 (\$155.88/wk)	+\$3.00 (\$55.23/wk)
	.20/hour increase	.12/hour increase
October 2, 2016	+\$12.00 (\$167.88/wk)	+\$6.75 (\$61.98/wk)
	.30/hour increase	.27/hour increase
<u>Year 2:</u>		
Employer contribution increase		
April 2, 2017	+\$4.00 (\$171.88/wk)	+\$1.50 (\$63.48/wk)
	.10/hour increase	.06/hour increase
<u>Year 3:</u>		
Employer contribution increase		
April 2, 2017	\$0 (\$171.88/wk)	\$0 (\$63.48/wk)

Total Employer Increase to Health and Welfare Fund:

Weekly:	+\$24.00/wk	+\$11.25/wk)
Hourly equivalent:	\$.60/hr)	\$.45/hr @ 25 hrs/wk

Employee contribution increases:

<u>Effective Date:</u>	<u>Full-time:</u>	<u>Part-time:</u>
April 3, 2016	\$0 (\$10/wk)	\$0 (\$4/wk)
April 2, 2017	+\$5 (\$15/wk)	+\$2 (\$6/wk)
April 1, 2018	+\$5 (\$20/wk)	+\$2 (\$8/wk)

Wage Increases for Top of Scale (TOS) and over scale (OS):

Top-of-scale rates will be adjusted to reflect the increases.

<u>Effective Date:</u>	<u>Full-time:</u>	<u>Part-time:</u>
April 2, 2017	\$0.20/hr	\$0.20hr
April 1, 2018	\$0.20/hr	\$0.20/hr
October 7, 2018	\$0.20/hr	\$0.20/hr
Total Wage Increase	\$0.60/hr	\$0.60/hr

Revise Wage Progressions as shown on the attached spreadsheets.

Funeral Leave: Amend the language to clarify the definition/understanding of a child (child, step-child, adopted child, foster child and **legal guardian's child**)

Training: Employers agree to provide the union with a list of those trainees who are part of their Management training programs and those who are part of their Meat training programs. (No language will be added to the contract).

Deli (Cub Only): In stores with over 100 employees there will be at least one Full-time employee on duty during open hours of deli operations.

Deli (Jerry's Only):

Include in contract current Letter of Agreement regarding \$3 incentive for employees who have provided the employer with availability of noon – midnight 7/days a week.

Personal Holidays for Regular PT employees:

Additional Personal Holiday for Regular Part-time employees with two or more years of employment.

Revise 5.1.D.2). to read: Regular Part-time employees shall, after completion of the first (1st) year of employment with the Employer covered by this Agreement, **will** be entitled to one (1) personal holiday **and effective following ratification and thereafter, will after the second year of employment with the Employer, be entitled to two (2) personal holidays**, in addition to the six (6) nationally recognized holidays listed above.

Retirement Plans:

Milwaukee Area Retail Clerks Pension - Cub St. Paul Main CBA & Festival only:

- Limit increases to only those required by the Rehabilitation Plan.

<u>Effective Date:</u>	<u>Full-time:</u>	<u>Part-time:</u>
January 1, 2017	\$0.01/hr (\$1.78/hr)	\$0.005/hr (\$0.785/hr)
January 1, 2018	\$0.01/hr (\$1.79/hr)	\$0.005/hr (\$0.790/hr)
January 1, 2019	\$0.01/hr (\$1.80/hr)	\$0.005/hr (\$0.795/hr)

- Add language that allows for a possible spin-off to another retirement plan or a plan withdrawal during the term of the CBA. See attached for specific language for Article 20.1.F.

UFCW International Union-Industry Pension (National Pension Fund): Cub, Jerry's and Festival

- Change the rate of contribution for eligible meat department employees during the term of this agreement to reflect the decreased AUCR cost for the life of this CBA to \$221.09/month (Current April 7, 2013 rate of \$272/month less \$50.91/month "excess contribution" amount equals \$221.09/month)
- Effective with the next remittance following ratification, this "excess contribution" in the amount of **\$50.91/month will instead be remitted to the UFCW Local 1189 Defined Contributions Fund (401A)** on behalf of the same eligible meat department employees.
- It is understood that should the Trustees of the National Pension Fund determine that the AUCR cost will increase in a manner that causes an increase in the Employer's required contributions to the Fund, then the full "excess contribution" amount of \$50.91 per month to the UFCW Local 1189 Defined Contributions Fund (401A) will revert back to the National Pension Fund to offset any amount of increase in the Employer's required monthly pension contribution effective at the same time that the increased pension contributions are effective.

Defined Contribution Plan (401):

No increases.

Amend Shelf Stocking language: (Cub, Jerry's, Kowalski's & Lunds/Byerlys – see Letter of Agreement attached).

The Union will withdraw all open shelf-stocking grievances as a result of the Employer's agreement to amend the language.

Bargaining Committee Members: All hours served be an employee as a member of the Union negotiating committee will be considered as hours worked for benefit purposes including: health insurance, pensions, and vacation benefit calculations.

Waivers (Kowalski's Only): Article 21 A: Amend to include the following:

Temporary waiver employees that are not current or regular employees may work for up to eight (8) weeks during the May 1 – January 1 period, and there will be no minimum hours of work required for the weeks they work.

Easter Sunday (Lunds/Byerlys and Festival):

The Employer may be open Easter Sunday provided the store is staffed entirely with volunteers.

SPUR Leave (Festival Only): The Union will provide the employer with 30 day notice for SPUR (Special Project Union Representative) leave.

Summer Waivers (Festival Only):

Extend the Summer Waiver period through the Saturday after Labor Day.

Deliveries: (Festival and Jerry's contracts):

Amend the agreement to read: No employee will be required by the Employer to use their own vehicle to make a delivery to a store or a customer. Employees, at the direction of the Employer, may be required to make a delivery using a company provided vehicle.

(Festival: Section 2.14 F.3) (Jerry's and Jerry's Cub Section: 2.11 F.3) (Jerry's Co. Market 2.10 E.3)

Prime-Time Employees (Jerry's Stores Only):

Add Prime time Scale to County Market Contract under the same wage rates as Jerry's Cub contract.

Add credit for hours language: Employees transferring from Prime time to Part-time will move to the equivalent or greater wage at the time of promotion/transfer.

Meat Transfers (Jerry's Stores Only):

Transfers between Jerry's St. Paul stores and County Markets is permissible by mutual agreement. Employees will maintain their seniority when transferring between St. Paul and County Market contracts within the same classification or wage scale.

Meat Wages (County Market Only): Effective October 2, 2017, Meat Cutters in the County Market stores will move to the St. Paul rates of pay.

**VOTING: Please note that a "Yes" vote will be to ACCEPT, and a "No" vote will be a vote to STRIKE.
Only the votes cast will be counted. The Union Committee recommends voting YES.**

Milwaukee Area Retail Clerks Pension (language to add as Article 20.1.F.)

Notwithstanding the foregoing paragraphs of this Section 20.1, at any time during the term of this Agreement (or any extension thereof), the Employer may unilaterally withdraw from the Milwaukee Area Retail Food Clerks Pension Fund. The withdrawal shall be effective after 30 calendar days advance notice to the Union and to such Pension Fund. The Employer shall make contributions to a replacement retirement vehicle in the same amount as the contributions required under the Cub Gold CBA, Section 20.2 for clerks.

Within the 30-day notice period and thereafter, the Union and Employer may negotiate concerning the identity of the replacement retirement vehicle. In the event agreement is not reached concerning the identity of the replacement retirement vehicle before the end of the calendar month immediately following the Employer's withdrawal date, the Employer shall, on or before the 20th day of the following month (and each month thereafter), make the required replacement contribution to the Local 1189 Defined Contribution 401(a) Fund as the replacement retirement vehicle. Except as specifically provided in this paragraph, the Union has waived all rights to bargain concerning the Employer's withdrawal from the Milwaukee Area Retail Food Clerks Pension Fund and the effects thereof, and has waived the right to strike over any issues remaining for bargaining under this paragraph, during the duration of this Agreement and any extension thereof.

Shelf Stocking Letter of Agreement *(excludes Festival/Knowlan's)*

The Union and the Employer agree to the following process for shelf stocking and resets:

The language in Article 16 shall be amended to read:

1. The Employer shall be allowed to use DSD vendors to stock their own products delivered to the store. All other products will be stocked by members of Local 1189, only, except that the Store Manager and either one, (1), or two, (2), other Supervisory employees, as described in Section 1.1 Recognition, may do bargaining unit work and the Employer shall be allowed to utilize retail merchandisers, i.e., perishable specialists in perishable departments, grocery specialists in grocery departments, etc., for the purpose of doing resets. The Employer will provide the Union with a current list of all such specialists and the stores to which they are assigned.

The Employer shall be allowed to utilize suppliers, vendors and salesmen to perform the tasks as specified below:

A. Cut in and “spot” new product that he or she (the supplier, vendor, or salesman) represents, and to remove discontinued, old, and slow moving items from shelves; the remainder of the case after spotting it on the shelf will be stocked by store employees as outlined above. The vendor may place the shelf tag for the new product on the shelf.

B. Participate in a “category” reset to stock products when products that they represent are included in the category; the vendor(s) (supplier/salesman) must work with a Local 1189 member when removing product from the shelves and to re-tag the category. After the first case, product in the designated category will be restocked by a Local 1189 member.

C. In the event of a total store reset, the Employer will offer additional hours to members before utilizing vendors (suppliers/salesmen) to remove, replace, or tag product. The reset for the entire store will follow the same guidelines as outlined in the category reset. In the event of a total store reset, the Employer will notify the Union.

2. As a condition of this Article, the Employer agrees for the duration of the collective bargaining agreement that there shall be no lay off or reduction in hours of any full-time employee, or for the 24% most senior part-time employees as of May 30, 2013 [*date will be applicable to the Employer*] on the Employer’s seniority list, a reduction of scheduled hours below twenty-**six (26)** per week. If such an employee is laid off or suffers a reduction in hours during this period, the Employer shall lose its right to operate under the terms of this Article. It is understood and agreed that this provision regarding layoffs or reduction in hours shall have no application in the event of store closure, proven loss of business, excluding seasonal fluctuations, retirement, voluntary quit, discharge for just cause, inability to perform the essential functions of the job due to disability, termination prior to the completion of the probationary period, interruption of business due to “act of God,” or death. Moreover, it is understood that the employees intended to be protected by this provision do not include retired employees working on a part-time basis, or employees working on waivers.

3. Violations of the Agreement may be resolved with a fine of \$300 per violation (if the violation is by multiple vendors, persists, or occurs in more than one location) payable to the Union’s food shelf, in lieu of grievance mediation and arbitration.

Wage proposal for Ratification on 8/4/16

Unless labeled otherwise, wage scales below apply to all Employers						
<i>*Lunds/Byerlys increases will take place one day later to correspond with their work weeks.</i>						
			8/1/2016	4/2/2017	4/1/2018	10/7/2018
	Full time Top and Over Scale Increases:		0	0.20	0.20	0.20
	Part time Top and Over Scale Increases:		0	0.20	0.20	0.20
		Current Scales	8/1/2016	4/2/2017	4/1/2018	10/7/2018
ASST. MGR. / HEAD STOCK		\$25.02	\$25.02	\$25.22	\$25.42	\$25.62
ALL OTHER (NON MEAT) DEPARTMENT HEADS		\$24.62	\$24.62	\$24.82	\$25.02	\$25.22
HEAD MEAT CUTTER		\$25.77	\$25.77	\$25.97	\$26.17	\$26.37
JOURNEYMAN		\$25.10	\$25.10	\$25.30	\$25.50	\$25.70
APPRENTICES						
FIRST 1040 HOURS		\$15.60	\$15.60	\$15.60	\$15.60	\$15.60
1041 - 2080 HOURS		\$16.45	\$16.45	\$16.45	\$16.45	\$16.45
2081 - 3120 HOURS		\$18.00	\$18.00	\$18.00	\$18.00	\$18.00
3121 - 4160 HOURS		\$20.00	\$20.00	\$20.00	\$20.00	\$20.00
4161+ HOURS		\$25.10	\$25.10	\$25.30	\$25.50	\$25.70
OVERSCALE INCREASES			\$0.00	\$0.20	\$0.20	\$0.20
WRAPPERS - HIRED BEFORE MAY 2, 1986						
3121+ HOURS		\$23.29	\$23.29	\$23.49	\$23.69	\$23.89
			Deleted progressions and moved to one rate.			
SENIOR RETAIL SPECIALIST EMPLOYEES						
5 YEARS +		\$23.58	\$23.58	\$23.78	\$23.98	\$24.18
			Deleted progressions and moved to one rate.			
SENIOR RETAIL SPECIALIST EMPLOYEES	(Kowalski's Only)		(Kowalski's Onl	(Kowalski's Only)		
0 - 6 MONTHS		\$15.10	\$15.10	\$15.10	\$15.10	\$15.10
6 - 12 MONTHS		\$15.60	\$15.60	\$15.60	\$15.60	\$15.60
1 - 2 YEARS		\$16.10	\$16.10	\$16.10	\$16.10	\$16.10
2 - 3 YEARS		\$17.10	\$17.10	\$17.10	\$17.10	\$17.10
3 - 4 YEARS		\$17.60	\$17.60	\$17.60	\$17.60	\$17.60
4 - 5 YEARS		\$18.10	\$18.10	\$18.10	\$18.10	\$18.10
5 YEARS +		\$23.58	\$23.58	\$23.78	\$23.98	\$24.18
OVERSCALE INCREASES			\$0.00	\$0.20	\$0.20	\$0.20

Wage proposal for Ratification on 8/4/16

UNIVERSAL EMPLOYEES, WRAPPERS AFTER MAY 1,1986, & OTHER THAN JOURNEYMEN							
and Kowalski's wrappers/OTJ certified to cut meat							
Hired on or before ratification (8/4/16)				<u>8/1/2016</u>	<u>4/2/2017</u>	<u>4/1/2018</u>	<u>10/7/2018</u>
START - 1 YEAR		\$17.23		\$17.23	\$17.23	\$17.23	\$17.23
1 - 2 YEARS		\$18.23		\$18.23	\$18.23	\$18.23	\$18.23
2+ YEARS		\$21.18		\$21.18	\$21.38	\$21.58	\$21.78
OVERSCALE INCREASES		n/a		\$0.00	\$0.20	\$0.20	\$0.20
Hired or promoted after ratification (8/4/16)				<u>8/1/2016</u>	<u>4/2/2017</u>	<u>4/1/2018</u>	<u>10/7/2018</u>
START - 1 YEAR		\$17.23		\$17.23	\$17.23	\$17.23	\$17.23
1 - 2 YEARS		\$18.23		\$18.23	\$18.23	\$18.23	\$18.23
2 - 3 YEARS		\$19.23		\$19.23	\$19.23	\$19.23	\$19.23
3+ YEARS		\$21.18		\$21.18	\$21.38	\$21.58	\$21.78
OVERSCALE INCREASES		n/a		\$0.00	\$0.20	\$0.20	\$0.20
Kowalski's not certified to cut meat				Current Scales			
WRAPPERS AFTER MAY 1,1986, & OTHER THAN JOURNEYMEN							
Hired or promoted on or before Ratification (8/4/16)				<u>8/1/2016</u>	<u>4/2/2017</u>	<u>4/1/2018</u>	<u>10/7/2018</u>
0 -1040		\$13.68		\$13.68	\$13.68	\$13.68	\$13.68
1041 - 2080		\$14.66		\$14.66	\$14.66	\$14.66	\$14.66
2081 - 3119		\$15.66		\$15.66	\$15.66	\$15.66	\$15.66
3120- 4158		\$17.00		\$17.00	\$17.00	\$17.00	\$17.00
4159 - 5197		\$18.00		\$18.00	\$18.00	\$18.00	\$18.00
5198 + Hours		\$20.64		\$20.64	\$20.84	\$21.04	\$21.24
OVERSCALE INCREASES		n/a		\$0.00	\$0.20	\$0.20	\$0.20
Hired or Promoted after Ratification (8/4/16)							
0 -1040		\$14.66		\$14.66	\$14.66	\$14.66	\$14.66
1041 - 2080		\$15.66		\$15.66	\$15.66	\$15.66	\$15.66
2081 - 3119		\$17.00		\$17.00	\$17.00	\$17.00	\$17.00
3120- 4158		\$18.00		\$18.00	\$18.00	\$18.00	\$18.00
4159 - 6239		\$19.00		\$19.00	\$19.00	\$19.00	\$19.00
6240 + Hours		\$20.64		\$20.64	\$20.84	\$21.04	\$21.24
OVERSCALE INCREASES		n/a		\$0.00	\$0.20	\$0.20	\$0.20

Wage proposal for Ratification on 8/4/16

Festival/Knowlan's							
WRAPPERS AFTER MAY 1,1986, & OTHER THAN JOURNEYMEN							
Hired or promoted on or before Ratification (8/4/16)				<u>8/1/2016</u>	<u>4/2/2017</u>	<u>4/1/2018</u>	<u>10/7/2018</u>
Start - 1 Year		\$13.38		\$13.38	\$13.38	\$13.38	\$13.38
1 - 2 years		\$14.66		\$14.66	\$14.66	\$14.66	\$14.66
2+ years		\$20.39		\$20.39	\$20.59	\$20.79	\$20.99
OVERSCALE INCREASES		n/a			\$0.20	\$0.20	\$0.20
Hired or Promoted after Ratification (8/4/16)							
0 -1040		\$14.66		\$14.66	\$14.66	\$14.66	\$14.66
1041 - 2080		\$15.66		\$15.66	\$15.66	\$15.66	\$15.66
2081 - 3119		\$17.00		\$17.00	\$17.00	\$17.00	\$17.00
3120- 4158		\$18.00		\$18.00	\$18.00	\$18.00	\$18.00
4159 - 6239		\$19.00		\$19.00	\$19.00	\$19.00	\$19.00
6240 + Hours		\$20.39		\$20.39	\$20.59	\$20.79	\$20.99
OVERSCALE INCREASES		n/a			\$0.20	\$0.20	\$0.20
		Current Scales					
RETAIL SPECIALIST Hired on or before ratification (8/4/16)				<u>8/1/2016</u>	<u>4/2/2017</u>	<u>4/1/2018</u>	<u>10/7/2018</u>
0 - 1040 HOURS		\$12.75		\$12.75	\$12.75	\$12.75	\$12.75
1041 - 2080 HOURS		\$13.25		\$13.25	\$13.25	\$13.25	\$13.25
2081 - 3120 HOURS		\$13.80		\$13.80	\$13.80	\$13.80	\$13.80
3121 - 4160 HOURS		\$14.05		\$14.05	\$14.05	\$14.05	\$14.05
4160+ HOURS		\$17.40		\$17.40	\$17.60	\$17.80	\$18.00
OVERSCALE INCREASES		n/a		\$0.00	\$0.20	\$0.20	\$0.20
RETAIL SPECIALIST - Hired or promoted after ratification				<u>8/1/2016</u>	<u>4/2/2017</u>	<u>4/1/2018</u>	<u>10/7/2018</u>
0 - 1040 HOURS		\$12.75		\$12.75	\$12.75	\$12.75	\$12.75
1041 - 2080 HOURS		\$13.25		\$13.25	\$13.25	\$13.25	\$13.25
2081 - 3120 HOURS		\$13.80		\$13.80	\$13.80	\$13.80	\$13.80
3121 - 4160 HOURS		\$14.05		\$14.05	\$14.05	\$14.05	\$14.05
4161 - 4680 HOURS		\$15.00		\$15.00	\$15.00	\$15.00	\$15.00
4681 - 5200 HOURS		\$16.00		\$16.00	\$16.00	\$16.00	\$16.00
5201+ HOURS		\$17.40		\$17.40	\$17.60	\$17.80	\$18.00
OVERSCALE INCREASES		n/a		\$0.00	\$0.20	\$0.20	\$0.20

Wage proposal for Ratification on 8/4/16

FULL-TIME MAINTENANCE		Current Scales		<u>8/1/2016</u>	<u>4/2/2017</u>	<u>4/1/2018</u>	<u>10/7/2018</u>
0 - 6 MONTHS		\$9.99		\$9.99	\$9.99	\$9.99	\$9.99
6 - 12 MONTHS		\$10.49		\$10.49	\$10.49	\$10.49	\$10.49
1 - 2 YEARS		\$11.04		\$11.04	\$11.04	\$11.04	\$11.04
2 - 3 YEARS		\$12.38		\$12.38	\$12.38	\$12.38	\$12.38
3 - 4 YEARS		\$13.23		\$13.23	\$13.23	\$13.23	\$13.23
4 - 5 YEARS		\$14.08		\$14.08	\$14.08	\$14.08	\$14.08
5 + YEARS		\$19.03		\$19.03	\$19.23	\$19.43	\$19.63
OVERSCALE INCREASES		n/a		\$0.00	\$0.20	\$0.20	\$0.20
CLEAN TEAM/UTILITY/COURTESY CLERKS		Current Scales		<u>8/1/2016</u>	<u>4/2/2017</u>	<u>4/1/2018</u>	<u>10/7/2018</u>
HIRE		\$7.30	HIRE	\$9.50	\$9.50	\$9.50	\$9.50
6 MONTHS		\$7.35	After Prob.*	\$9.60	\$9.60	\$9.60	\$9.60
12 MONTHS		\$7.85	6 MONTHS	\$9.70	\$9.70	\$9.70	\$9.70
18 MONTHS		n/a	12 MONTHS	\$9.80	\$9.80	\$9.80	\$9.80
OVERSCALE INCREASES			18 MONTHS	\$10.00	\$10.20	\$10.40	\$10.60
			OVERSCALE	\$0.00	\$0.20	\$0.20	\$0.20
<p>Current clean team employees will be mapped to the same rate (or next higher if their wage rate is not on the new scale) with credit given for the progression time associated with that rate on the new scale. *Effective first payroll following 30 days.</p>							
Festival (Only) Carry Out - Youth under 18				<u>8/1/2016</u>	<u>4/2/2017</u>	<u>4/1/2018</u>	<u>10/7/2018</u>
HIRE		\$7.85		\$8.00	\$8.00	\$8.00	\$8.00
6 MONTHS		\$7.95		\$8.25	\$8.25	\$8.25	\$8.25
12 MONTHS		\$8.25		\$8.75	\$8.75	\$8.75	\$8.75
18 MONTHS		\$8.50		\$9.25	\$9.45	\$9.65	\$9.85
OVERSCALE INCREASES		n/a		\$0.00	\$0.20	\$0.20	\$0.20
REGULAR PART-TIME hired before 10/5/14 (Existing)							
Cub, Jerry's, Lunds, Festival		Current Scale		<u>8/1/2016</u>	<u>4/2/2017</u>	<u>4/1/2018</u>	<u>10/7/2018</u>
Festival only Youth hire - 520		\$9.10		\$9.10	\$9.10	\$9.10	\$9.10
3121 - 3640 HOURS	start 520	\$9.60		\$9.60	\$9.60	\$9.60	\$9.60
3641 - 4160 HOURS	next 520	\$9.95		\$9.95	\$9.95	\$9.95	\$9.95
4161 - 4680 HOURS	next 520	\$11.10		\$11.10	\$11.10	\$11.10	\$11.10
4681 - 5200 HOURS	next 520	\$11.50		\$11.50	\$11.50	\$11.50	\$11.50
5201 +	top rate	\$14.90		\$14.90	\$15.10	\$15.30	\$15.50
OVERSCALE INCREASES	overscale			\$0.00	\$0.20	\$0.20	\$0.20

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Kowalski's							
<u>REGULAR PART-TIME and PRIME TIME HIRED BEFORE OCTOBER 5, 2014</u>				<u>8/1/2016</u>	<u>4/2/2017</u>	<u>4/1/2018</u>	<u>10/7/2018</u>
3121 – 3640 HOURS		\$9.60		\$9.60	\$9.60	\$9.60	\$9.60
3641 – 4160 HOURS		\$9.95		\$9.95	\$9.95	\$9.95	\$9.95
4161 – 4680 HOURS		\$11.10		\$11.10	\$11.10	\$11.10	\$11.10
4681 – 5200 HOURS		\$11.50		\$11.50	\$11.50	\$11.50	\$11.50
5201 – 5720 HOURS		\$14.20		\$14.20	\$14.20	\$14.20	\$14.20
5721+		\$14.90		\$14.90	\$15.10	\$15.30	\$15.50
OVERSCALE INCREASES				\$0.00	\$0.20	\$0.20	\$0.20
Kowalski's							
<u>REGULAR PART-TIME and PRIME TIME HIRED AFTER OCTOBER 4, 2014</u>				<u>8/1/2016</u>	<u>4/2/2017</u>	<u>4/1/2018</u>	<u>10/7/2018</u>
3641 – 4160 HOURS		\$9.95		\$9.95	\$9.95	\$9.95	\$9.95
4161 – 4680 HOURS		\$11.10		\$11.10	\$11.10	\$11.10	\$11.10
4681 – 5680 HOURS		\$11.50		\$11.50	\$11.50	\$11.50	\$11.50
5681 – 6680 HOURS		\$12.25		\$12.25	\$12.25	\$12.25	\$12.25
6681 – 7680		\$13.00		\$13.00	\$13.00	\$13.00	\$13.00
7681+		\$14.90		\$14.90	\$15.10	\$15.30	\$15.50
OVERSCALE INCREASES				\$0.00	\$0.20	\$0.20	\$0.20
Kowalski's							
		Current Scales					
<u>PRIME TIME PART-TIME HIRED BEFORE AUGUST 01, 2011</u>				<u>8/1/2016</u>	<u>4/2/2017</u>	<u>4/1/2018</u>	<u>10/7/2018</u>
0 – 520 HOURS		\$10.00		\$10.00	\$10.00	\$10.00	\$10.00
521 – 1040 HOURS		\$10.50		\$10.50	\$10.50	\$10.50	\$10.50
1041 – 1560 HOURS		\$11.00		\$11.00	\$11.00	\$11.00	\$11.00
1561 – 2080 HOURS		\$11.50		\$11.50	\$11.50	\$11.50	\$11.50
2081 – 2600 HOURS		\$12.00		\$12.00	\$12.00	\$12.00	\$12.00
2601 – 3120 HOURS		\$12.50		\$12.50	\$12.50	\$12.50	\$12.50
3121 – 3640 HOURS		\$13.00		\$13.00	\$13.00	\$13.00	\$13.00
3641 – 4160 HOURS		\$13.50		\$13.50	\$13.50	\$13.50	\$13.50
4161 +		\$15.10		\$15.10	\$15.30	\$15.50	\$15.70
OVERSCALE INCREASES				\$0.00	\$0.20	\$0.20	\$0.20

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Jerry's Foods and Jerry's Cub Stores and (Supervalu) Cub Stores, Festival, Lunds and Kowalski's							
PART-TIME AND PRIME-TIME hired on after 10/5/14 and before ratification				8/1/2016	4/2/2017	4/1/2018	10/7/2018
3121-3640	first 520	\$9.60		\$9.60	\$9.60	\$9.60	\$9.60
3641-4160	next 520	\$9.95		\$9.95	\$9.95	\$9.95	\$9.95
4161-4680	next 520	\$11.10		\$11.10	\$11.10	\$11.10	\$11.10
4681-5680	next 1000	\$11.50		\$11.50	\$11.50	\$11.50	\$11.50
5681-6680	next 1000	\$12.25		\$12.25	\$12.25	\$12.25	\$12.25
6681-7680	next 1000	\$13.00		\$13.00	\$13.00	\$13.00	\$13.00
7681+	top rate	\$14.90		\$14.90	\$15.10	\$15.30	\$15.50
	overscale	n/a		\$0.00	\$0.20	\$0.20	\$0.20
Jerry's, Festival Part-time (Only)							
Cub , Kowalskis, Lunds Part-time & Prime-time				<i>* Start rate for Lunds Prime Time Section 6.6 C Employees hired after 8/4/16 shall be fixed at the wage level closest to \$9.95</i>			
Hired or promoted after ratification (8/4/16)							
				8/1/2016	4/2/2017	4/1/2018	10/7/2018
0 - 520 HOURS	Festival only Youth hire - 520	\$9.10		\$9.10	\$9.10	\$9.10	\$9.10
521 - 1040 HOURS	hire - 520	\$9.60		\$9.60	\$9.60	\$9.60	\$9.60
1041 - 1560 HOURS	next 520	\$9.95		\$9.95	\$9.95	\$9.95	\$9.95
1561 - 2080 HOURS	next 520	\$11.10		\$11.10	\$11.10	\$11.10	\$11.10
2081 - 2600 HOURS	next 520	\$11.50		\$11.50	\$11.50	\$11.50	\$11.50
2601 - 3120 HOURS	next 520	\$12.25		\$12.25	\$12.25	\$12.25	\$12.25
3121 - 3640 HOURS	next 520	\$13.00		\$13.00	\$13.00	\$13.00	\$13.00
3641 - 4160 HOURS	next 520	\$13.50		\$13.50	\$13.50	\$13.50	\$13.50
4161 - 4680 HOURS	next 520	\$14.00		\$14.00	\$14.00	\$14.00	\$14.00
4681 - 5200 HOURS	next 520	\$14.50		\$14.50	\$14.50	\$14.50	\$14.50
5201 +	top rate	\$14.90		\$14.90	\$15.10	\$15.30	\$15.50
OVERSCALE INCREASES	overscale	n/a		\$0.00	\$0.20	\$0.20	\$0.20

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Cub							
PRIME TIME PART-TIME hired b/4 10/4/15		Current Scales		8/1/2016	4/2/2017	4/1/2018	10/7/2018
2601 – 3120 HOURS		\$9.60		\$9.60	\$9.60	\$9.60	\$9.60
3121 – 3640 HOURS		\$11.10		\$11.10	\$11.10	\$11.10	\$11.10
3641 – 4160 HOURS		\$11.50		\$11.50	\$11.50	\$11.50	\$11.50
4161 +		\$14.90		\$14.90	\$15.10	\$15.30	\$15.50
OVERSCALE INCREASES				\$0.00	\$0.20	\$0.20	\$0.20
Jerry's Foods, Jerry's Cub. Co. Market							
PRIME TIME PART-TIME hired b/4 10/4/15		Current Scales		8/1/2016	4/2/2017	4/1/2018	10/7/2018
Year 1		\$9.50		\$10.00	\$10.00	\$10.00	\$10.00
Year 2		\$10.00		\$10.50	\$10.50	\$10.50	\$10.50
Year 3		\$10.50		\$11.00	\$11.00	\$11.00	\$11.00
Year 4		\$11.50		\$12.00	\$12.00	\$12.00	\$12.00
Year 5		\$12.50		\$13.00	\$13.20	\$13.40	\$13.60
OVERSCALE INCREASES				\$0.00	\$0.20	\$0.20	\$0.20
The Employer agrees that promotion opportunities for regular full-time positions shall not hereafter be limited to vacancies in full-time maintenance jobs.							
Full-time maintenance positions shall count as regular full-time positions for purposes of ratio compliance.							