

These proposals are offered in a good faith effort to reach negotiated agreements for our respective collective bargaining agreements with UFCW Local 1189. Each employer is bargaining with the other industry employers as a matter of convenience only and reserves the right to separately add to, subtract from or modify the terms of these proposals throughout the course of negotiations, regardless of the positions taken by other employers. Each employer also reserves the right to withdraw from this convenience bargaining at any time. Any proposals that are withdrawn by any Employer during the course of negotiations shall not be introduced as evidence or have any effect in any future bargaining, grievances, or arbitration hearings. Any Employer proposal or any withdrawal or modification of a proposal does not constitute a waiver of any of its present rights. We reserve the right to add to, modify or delete proposals at any time. Any agreement as to a specific proposal is considered to be a tentative agreement subject to final agreement between us and the Union concerning all matters related to these negotiations.

Cub Foods (SUPERVALU INC.) & UFCW UNION LOCAL 1189
2019 Collective Bargaining
(Current CBA April 3, 2016 – April 6, 2019, Cub St Paul and Cub Gold CBAs)

Employer Proposals – March 7, 2019

Proposal #1: Health & Welfare: Ensure our employees have long term access to affordable health care.

To achieve this, the following should be implemented:

- 1) Change Plan Designs to manage increasing costs of healthcare and build plan reserves:
 - a) Add a lower-tier of benefit plan with a lower cost for all benefit eligible employees
 - b) Allow employee to “opt up” to the higher-tier plan by paying the difference between the two plan costs
 - c) Allow employees to “opt down” to a lower level plan (example: FT to PT) and pay less employee premiums
 - i) Employer will make contributions for the “opted plan” only
- 2) Increase Employee & Employer share of contributions for any remaining needed H&W premium increases

Proposal #2: Section 4.2.E. Add: The Employer may hire or promote into the Universal & Retail Specialist full-time positions at the Employers discretion without regard to the fifty/fifty inside/outside provision following ratification of this CBA.

Proposal #3: Section 1.1.A The Employer is allowed to have up to three (3) employees per store, outside the bargaining unit, who may perform all bargaining unit work, including the cutting of meat. In stores with more than 100 bargaining unit employees the Employer may have up to four (4) supervisory employees per store, outside the bargaining unit, who may perform all bargaining unit work, including the cutting of meat.

Proposal #4: Holidays Article 5:

Change language to ensure adequate coverage in each store department - for all holidays when the store has retail operations.

Proposal #5: Sunday Work, Article 2:

- 1) **Section 2.2:** Change language to ensure at least one Full-time Meat employee can be scheduled for Easter Sunday.
- 2) **Section 2.2.E. 2) and 3):** All new hires, following ratification of this CBA, will be paid straight time for work on Sunday

Proposal #6: Transfers

- 1) **Gold CBA, Article 4, Section 4.3.G:** Eliminate the phrase “or from a Cub Gold CBA to a Main Cub CBA store,” to enable transfers from a Cub Gold CBA store to a Main Cub CBA store at employer’s discretion.
- 2) **Both Cub CBAs:** Meat employees may be transferred between Cub Gold and Main Cub CBAs at the employer’s discretion.

Proposal #7: Vacations: Article 7, new Section J.

Change practice: Employees must take vacations within the year received. There will be no further carryover allowed of earned but unused vacation from year to year effective with the ratification of this CBA.

Proposal #8: Temporary, Seasonal Holiday Help between October 1 and January 5 each year. Need ability to hire for that window of time on a temporary basis to then minimize hours reductions for the January – February window of time and avoid layoff scenarios. Anyone hired for PT from this pool would be at the employer’s discretion.

Proposal #9: Pension: Article 20

- 1) **20.1: Defined Benefit Plan (for non-meat employees)**
 - a. No change beyond employer contribution increases required by the current Fund Rehabilitation Plan
- 2) **20.2: Defined Benefit – Meat Employees:**
 - a. Increase Contributions by \$13.72/month per the change to the new Appropriate Unit Contribution Rate (AUCR), set by the Fund, to maintain the Unit Benefit Value at \$72.25 per year of Future Service Pension Credit.
 - b. Revise language in 20.2.A. to reflect the above.
- 3) **20.3: Defined Contribution Plan – Meat Employees:**
 - a. Move \$13.72/month of the “excess contributions” as defined in 20.2 into the DB plan.
 - b. The revised contribution to the UFCW Local 1189 Defined Contributions Fund (401A) will be the amount of \$37.19/month and will be remitted on behalf of the same eligible meat department employees who are eligible for the meat pension contributions.
- 4) **Gold CBA: Defined Contribution Plan, Section 20.2.A.1):** Beginning following ratification, contribution for Part-Time Meat Employees averaging less than 24 hours worked/work week (exclusive of Sunday) will be \$0.80/hour as intended previously.

Proposal #10: Wages Increases: Contingent with overall package for Top-of-scale and overscale.

Contract Duration: TBD based on the economics

Additional discussion items will be shared with the Cub Foods Bargaining Committee:

Clean up:

- A. Article 6.4: Prime-Time: change word from “or” to “of” in second sentence
- B. Article 4.2.C.1). – last word in 2nd to last sentence should be “placed”

Knowlan's Super Markets, Inc./Festival Foods – Proposals to UFCW Local 1189
March 7, 2019

1. Term: Open
2. Pension:
 - **Milwaukee Area Retail Clerks Pension:** Limit increases to only those required by the Rehabilitation Plan.
 - **UFCW International Union-Industry Pension (Meat):** Address reset of the Appropriate Unit Contribution Rates (AUCRs).
3. Health & Welfare:
 - Cost effective Health Care Plan design that ensures long term stability of health benefits for our employees.
4. Job posting language: Change first sentence in D. (1) to read: The Employer will post all Retail Specialist openings and will promote from within the bargaining unit employees with six (6) months or more of seniority.

Change last sentence in D. (1) to read: Notwithstanding the provisions of this section, promotions and hiring of meat employees, universal employees and department heads will be within the discretion of the Employer.
5. Extend summer vacation waiver period.
6. Review apprentice language/wage scales.
7. Allow PT grocery employees to work in the meat department before 1 pm.
8. Allow part-time grocery employees to prepare "value added" items in the meat department (i.e. Kabobs, hamburger patties, etc.).
9. Part-time floating holidays will be paid out to employees if not used within 1 year of the date earned. This follows current practice.
10. Wages:
 - Modify the part-time, prime-time part-time and courtesy progressions to account for changes in minimum wage laws.
 - Eliminate Wrappers – hired before May 2, 1986 wage scale. We do not have anyone in this classification.

Knowlan's reserves the right to add to, modify or delete proposals at any time. Any agreement as to a specific proposal is considered to be a tentative agreement subject to final agreement between Knowlan's and the Union concerning all matters related to these negotiations.

2019 Kowalski's Companies UFCW 1189 Contract Proposals
March 7, 2019

These proposals are offered by Kowalski's Companies in a good faith effort to reach a negotiated successor contract to our respective collective bargaining agreement with UFCW Local 1189. We are bargaining together with other industry employers as a matter of convenience only and reserve the right to separately add to, subtract from or modify the terms of these proposals throughout the course of negotiations, regardless of the positions taken by other retailers. A Company proposal or any withdrawal or modification of a proposal does not constitute a waiver by our Company of any of its present rights. We reserve the right to add to, modify or delete proposals at any time. Any agreement as to a specific proposal is considered to be a tentative agreement subject to final agreement between us and the Union concerning all matters related to these negotiations.

- 1) Term of contract – Open
- 2) Section 1.5 A. Remove the word Apprentice from the first paragraph. Do not utilize this classification
- 3) – Add: Retail Specialists can be trained to cut meat
- 4) – Add: PT and PTPT can prepare value added meat & seafood products and can wrap meat & seafood products as long as no current meat employees that are in layoff.
- 3) Section 2.2 E 3(b) Add – All PT Meat employees hired after ratification to be paid straight time for all work on Sundays.
- 4) Section 2.6 C: Delete the second sentence, old dates that do not apply.
- 5) Section 2.7 B – All PT and PTPT employees must maintain at least a 15-hour availability each week to maintain employment.
- 6) Section 4.3 E – Modify language so that any Retail Specialists can be transferred at the employer's discretion with a 2 weeks' notice.
- 7) Section 6.6 – Day off can be Tuesday or Wednesday.
- 8) Section 7.1 – Add: Part-time employees hired after ratification capped at 4 weeks' vacation after 16 years
- 9) Article 19 – Health Care Plan -
 - a. Cost effective Health Care Plan design that ensures long term stability of health benefits for our employees.
 - b. FT employees can elect single health coverage and when doing so both the employee and the employer would pay the PT contribution rates. If needs of the employee change and they need FT/family coverage that change would be made and the employee and employer would then pay the FT contribution rates.
- 10) Appendix A – Wages
 - a. Modify wage progressions to add additional steps before the current top rates in all PT and FT classifications (Would only apply to employees who are hired or promoted into classifications after ratification.)
 - b. Modify the all part-time, prime part-time, and courtesy progressions to account for the changes in the minimum wage laws.
 - c. Remove apprentice's wages scale – Do not use
 - d. Eliminate Wrappers – Hired before May 2, 1986 language – We do not have any.

These proposals are offered by the St Paul Employers in a good faith effort to reach a negotiated successor collective bargaining agreement with UFCW Local 1189. Any proposals that are withdrawn during the course of negotiations shall not be introduced as evidence or have any effect in any future bargaining, grievances, or arbitration hearings. A proposal or any withdrawal or modification of a proposal does not constitute a waiver by Employers of any of its present rights.

St Paul Grocery Retailers and UFCW 1189
2019 Contract Negotiations
St. Paul Cub/Jerry's Stores
Employer Proposals
March 2019

1. Section 1 – Union Security Section 1.1 Recognition

The Employer will be allowed to have up to three (3) employees per store outside the bargaining unit and in stores of 100 or more the Employer may have four (4) such non-bargaining unit employees.

2. Section 2 – Wages, Hours and Working Conditions

Section 2.2 Sunday work on Easter Sunday to be staffed by volunteers. If not enough volunteers, store may be staffed by reverse seniority.

Section 2.2.E. 2) and 3) Eliminate Sunday Premium pay for all new hires following ratification of this CBA

3. Section 2 – Wages, Hours and Working Conditions Section 2.4 Overtime Pay C

~~All work performed by Meat employees after 12:00 midnight or before 5:00a.m. shall be paid one and one half (1-1/2) the employees regular rate of pay.~~

4. Section 2 – Wages, Hours and Working Conditions Section 2.4 Overtime Pay

Part-time employees: All work performed in excess of forty (40) hours per week shall be paid for at one and one-half (1-1/2) times the employee's regular rate of pay, except as otherwise provided in the Agreement. Any hours worked beyond nine (9) hours in a day must be by mutual agreement.

5. Section 2.6 D Night Work. Eliminate

6. Section 4 Seniority Section 4.2 E. Job Posting

Change first sentence in 4.2 E. paragraph one to read: The employer will post all retail specialist openings and will promote from within the bargaining unit employees who have worked for the employer six months or more....

Change last sentence in 4.2.E paragraph one to read: Notwithstanding the provisions of this section, promotions and hiring of meat employees, universal employees and department heads will be within the discretion of the Employer.

7. Section 4 Seniority Section 4.3 Employee Transfer

FTE Transfers between Jerry's St. Paul stores and County Markets is permissible by mutual agreement. Employees would work under their current contract within a different store. Employee would maintain and work under their current CBA regarding seniority, wage, and vacation.

8. Section 5 Holidays Section 5.1 C. 2 Holidays Defined

Thanksgiving Day, New Year's Eve and New Year's Day will be paid at straight time.

9. Section 5 Holidays Section 5.1 C. 2 Holidays Defined

Compensation for work on the summer holidays shall be straight time for all hours up to **nine (9)**, in addition to holiday pay provided the employee is eligible for holiday pay. Hours worked in excess of **nine (9)** on the summer holidays shall be compensated at time and one half the employees straight time rate.

Section 5.1.2 Eliminate first sentence. Part-time or utility employees pre May 15, 1983.

10. Section 5 Holidays Section 5.1 Holidays Defined

The employee must work their scheduled workday **on the Holiday**, before and their scheduled work day after the holiday unless excused by the Employer...

11. Section 5 Holidays Section 5.3 Holiday Work Week

For the Christmas Holiday week, regular full time employees will be paid a full week's pay of forty (40) hours for thirty two (32) hours of work. They will be paid time and one-half for all hour's worked over thirty-two (32) in this holiday week. For the remaining holiday weeks, all full time employees will be paid full week's pay of forty (40) hours for thirty two (32) hours of work. They will be paid time and one half for hours worked over forty (40) in these holiday weeks.

12. Section 6.6: Eliminate language Tuesday as a day off

13. Section 6.8 Night stocking Crew: Eliminate language

14. Section 6 Definitions Section 6.9 Meat Employees

Meat employees may perform work outside the department: ~~such alternative duties will be by mutual agreement.~~

15. Section 7 Vacations Section 7.2 Computation of Vacation Pay

Vacation pay for each week of vacation will be the average hours paid exclusive of Sundays for those employees who have Sundays outside the work week, and holidays hours worked during the preceding anniversary year. Average hours over forty (40) will be computed at one and one-half full-time employee's regular straight time rate of pay at the time the vacation is taken.

16. Section 7 Vacations Section 7.3 Termination of Employment

For vacation accrual accuracy, the actual last day worked shall be used for calculating vacation pay on a prorated basis.

17. Section 7 Vacations Section 7.5 Vacation Donation

The donation is made at the wage of the donator.

18. Health & Welfare: For any need for further funding for the H&W plan, the following should be implemented to ensure employees access to affordable health care:

- 1) Change Plan Designs to reduce costs:
 - a) Add a lower tier of benefit plan with a lower cost for all future hired or promoted benefit eligible employees
 - b) Allow employee to “opt up” to the higher level plan by paying the difference between the two plan costs
 - c) Allow employees to “opt down” to the lower level plan and pay less employee premiums
 - i) Employer contributions for the “opted lower level plan” only
- 2) Increase Employee share for any remaining needed H&W premium increases

19. Length of contract: TBD based on economics

20. Letter of Agreement

TBD

Agree to allow Local 22 members to work in the Roseville Cub bakery and 1189 bakery personnel to work in Local 22 stores (one-for-one). Employer agrees to keep the total number of 1189 bakery personnel that we currently have at time of ratification.

Eliminate Wrappers hired before May 2, 1986. We have none.

Clean up:

Utility scale – remove previous section, irrelevant

Remove Wrappers Pre 1986-have none

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St Paul Grocery Retailers and UFCW 1189
2016 Contract Negotiations
County Market
Employer Proposals
March 2019

Section 1 Section 1.2 Union Shop

Section 1.2 A and B will be followed to the extent enforceable by state law.

Section 2 Wages, Hours and Working Conditions Section 2.3 Sixth Workday

Time and One-half (1-1/2) shall be paid to all **Full-time** employees

Section 4 Seniority Section 4.3 F Employee Transfer

Transfers between Jerry's St. Paul stores and County Markets is permissible by mutual agreement. Employees would work under their current contract within a different store. Employee would maintain and work under their current CBA regarding seniority, wage, and vacation.

Section 5 Holidays Section 5.2 Computation of Holiday Pay C.

The employee must work their scheduled workday **on the Holiday**, before and their scheduled work day after the holiday unless excused by the Employer...

Section 6 Definitions Section 6.3 Prime Time

~~These Prime Time employee are prohibited from working on Tuesdays~~

Section 7 Vacations Section 7.3 Termination of Employment

For vacation accrual accuracy, the actual last day worked shall be used for calculating vacation pay on a prorated basis.

Section 7 Vacations 7.6 Vacation Donation

The donation is made at the wage of the donator.

Amend Pay Scales:

Meat scale steps between \$19.00 & \$25.70

Main scale steps between \$17.00 & \$19.55

**UNDS & BYERLYS - UFCW LOCAL 1189 NEGOTIATION
EMPLOYER PROPOSAL**

SUMMARY OF PROPOSED CONTRACT LANGUAGE CHANGES:

#	CBA LOCATION	PROPOSED CHANGE(S)
1	SECTION 1.1 RECOGNITION	In order to better accommodate changes in Online Pickup & Delivery, recognize one (1) additional employee in a supervisory capacity outside the bargaining unit who may perform all bargaining unit work. This specific change would be for the Online Supervisor role. This change would allow up to three (3) individuals in stores less than 100 employees and four (4) individuals in stores greater than 100 employees.
2	SECTION 2.2 WORK WEEK / WORK DAY SECTION 2.3.D SUNDAY WORK	Make Part Time work week inclusive of Sunday (Mon-Sun). Strike this paragraph per above.
3	SECTION 2.4 OVERTIME	Move overtime to strictly 40+ hours per week PARAGRAPH C: REVISE CURRENT LANGUAGE TO BELOW All work performed by Journeymen, Wrappers, and Other Than Journeymen after 12:00 a.m. or before 5:00 a.m. shall be scheduled by mutual agreement and paid at their straight time rate of pay. The Employer has the right to schedule employees if mutual agreement cannot be made in order to accommodate business needs, however, such time will be paid for at one and one-half (1-1/2) times their straight time rate of pay.
4	SECTION 2.5 TEMPORARY REPLACEMENT OF DEPT HEADS	REVISE CURRENT LANGUAGE TO BELOW If an Employee in a "Head" position is gone for an entire work week (Sunday included) five (5) days or more, the full-time employee who performs all functions of the Department Head's responsibilities for the entire week will be paid the department head rate of pay for the hours worked while assigned those additional duties.
5	SECTION 2.6.D NIGHT WORK	Strike entire paragraph.
6	SECTION 2.7.B MINIMUM SCHEDULED HOURS	REVISE CURRENT LANGUAGE TO BELOW <ul style="list-style-type: none"> • No minimum hours for Utility • Strike the following language: <i>where the Employer may schedule the least senior employees no less than six (6) hours on Saturdays.</i>
7	SECTION 2.9 SPLIT SHIFTS	Strike language in its entirety
8	SECTION 2.10.B EMPLOYEE BREAK	Strike language in its entirety – RE: 30 minute unpaid meal breaks
9	SECTION 4.2 APPLICATION OF SENIORITY	CREATE LETTER OF AGREEMENT: Extend newly hired employees' probationary period to 60 days when hired in the months of November and December each calendar year. PARAGRAPH B: REVISE CURRENT LANGUAGE TO BELOW An employee who voluntarily steps down from the Department Head position will be placed in the appropriate Full-Time classification. The appropriate Full-Time classification will be the Full-Time classification they held prior to being promoted to their Department Head position. PARAGRAPH D: PREFERENCE OF HOURS Strike language in its entirety PARAGRAPH E: JOB POSTINGS Modify language so there is no minimum seniority requirement for hiring into a full-time classification. Additionally, strike language pertaining to meat promotions.
10	SECTION 4.3.B	Strike language in its entirety
11	ARTICLE 5: HOLIDAYS	Modify language so that post-6:00pm on New Year's Eve and post-4:00pm on Christmas Eve are not considered holidays. See additional modifications highlighted in employer CBA

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12	SECTION 5.2 COMPUTATION OF HOLIDAY PAY	PARAGRAPH D: ELIGIBILITY FOR HOLIDAY PAY Modify language to make required: must work week prior and during the holiday
13	SECTION 6.3 PART-TIME	Strike language pertaining to Sunday outside the work week (or hours exclusive of Sunday)
14	SECTION 6.4 UTILITY	Modify language to allow for the ability to "face" product
15	SECTION 6.6 PRIME-TIME	PARAGRAPH B: Strike first sentence PARAGRAPH C: Strike language in its entirety
16	SECTION 7.4 VACATION SCHEDULING	PARAGRAPH I: REVISE CURRENT LANGUGAGE TO BELOW Effective upon ratification, employees must use all vacation time earned during the year in which it is allocated, except that employees shall be authorized to roll over a maximum of 80 hours of vacation time. Employees who have banked more than 80 hours of vacation at time of ratification will not lose that vacation time, but they shall not be entitled to add more vacation time so long as their vacation bank meets or exceeds 80 hours of vacation time upon ratification.
17	SECTION 7.6 VACATION DONATION	Strike language in its entirety
18	SECTION 8.2 ACCIDENT, INJURY, PREGANCY, OR SICKNESS	PARAGRAPH B: Modify language to allow up to a maximum period of one (1) year
19	SECTION 8.3 FUNERAL LEAVE	PARAGRAPH A: Modify language to allow for family by birth, marriage, or adoption
20	SECTION 8.7 S.P.U.R.	Modify language to require a 30 day notice to the Employer.
21	ARTICLE 16 SHELF STOCKING	Strike language and only recognize the Letter of Agreement #8
22	LETTER OF AGREEMENT #1-3	Consolidate into one Letter of Agreement
23	LETTER OF AGREEMENT #4	Strike language in its entirety
24	LETTER OF AGREEMENT #7	Strike language in its entirety
25	LETTER OF AGREEMENT #8	Strike PARAGRAPHS B & C

LUNDS & BYERLYS - UFCW LOCAL 1189 NEGOTIATION

EMPLOYER PROPOSAL

LEGEND:
 D = Further Discussion
 NI = Not Interested
 TA = Tentative Agreement

#	1/29	2/25	CBA LOCATION	PROPOSED CHANGE(S)
1	NI TA		SECTION 1.1 RECOGNITION	In order to better accommodate changes in Online Pickup & Delivery, recognize one (1) additional employee in a supervisory capacity outside the bargaining unit who may perform all bargaining unit work. This specific change would be for the Online Supervisor role. This change would allow up to three (3) individuals in stores less than 100 employees and four (4) individuals in stores greater than 100 employees.
2	D		SECTION 2.2 WORK WEEK / WORK DAY SECTION 2.3.D SUNDAY WORK	Make Part Time work week inclusive of Sunday (Mon-Sun). Strike this paragraph per above.
3	NI TA		SECTION 2.4 OVERTIME	Move overtime to strictly 40+ hours per week PARAGRAPH C: REVISE CURRENT LANGUAGE TO BELOW All work performed by journeymen, wrappers, and other than journeymen after 12:00 a.m. or before 5:00 a.m. shall be scheduled by mutual agreement and paid at their straight time rate of pay. The Employer has the right to schedule employees if mutual agreement cannot be made in order to accommodate business needs; however, such time will be paid for at one and one-half (1-1/2) times their straight time rate of pay.
4	NI		SECTION 2.5 TEMPORARY REPLACEMENT OF DEPT HEADS	REVISE CURRENT LANGUAGE TO BELOW If an Employee in a "Head" position is gone for an entire work week (Sunday included) five (5) days or more, the full-time employee who performs all functions of the Department Head's responsibilities for the entire week will be paid the department head rate of pay for the hours worked while assigned those additional duties.
5	D		SECTION 2.6.D NIGHT WORK	Strike entire paragraph.
6	NI		SECTION 2.7.B MINIMUM SCHEDULED HOURS	REVISE CURRENT LANGUAGE TO BELOW <ul style="list-style-type: none"> No minimum hours for Utility Strike the following language: <i>where the Employer may schedule the least senior employees no less than six (6) hours on Saturdays.</i>
7	NI TA		SECTION 2.9 SPLIT SHIFTS	Strike language in its entirety
8	NI		SECTION 2.10.B EMPLOYEE BREAK	Strike language in its entirety - RE: 30 minute unpaid meal breaks ALTERNATIVE PROPOSED LANGUAGE: Employees who elect to have a 30 minute unpaid meal break will do so by noting this preference on their availability form that is submitted and approved by the company. All unpaid meal breaks will be scheduled by management and need to be factored into the store schedule prior to it being posted.
9	NI		SECTION 4.2 APPLICATION OF SENORITY	PARAGRAPH E: JOB POSTINGS Modify language so there is no minimum seniority requirement for hiring into a full-time classification. Additionally, strike language pertaining to meat promotions.
10	NI TA		SECTION 4.3.B	Strike language in its entirety
11	NI		ARTICLE 5: HOLIDAYS	Modify language so that post-6:00pm on New Year's Eve and post-4:00pm on Christmas Eve are not considered holidays. See additional modifications highlighted in employer CBA

**Lunds & Byerlys reserves the right to add, amend, or delete any and all proposals

Revised 1/29/19

#	1/29	2/25	CBA LOCATION	PROPOSED CHANGES
12	NI		SECTION 5.2 COMPUTATION OF HOLIDAY PAY	PARAGRAPH D: ELIGIBILITY FOR HOLIDAY PAY Modify language to make required: must work week prior AND during the holiday
13	D		SECTION 6.3 PART-TIME	Strike language pertaining to Sunday outside the work week (or hours exclusive of Sunday)
14	NI		SECTION 6.4 UTILITY	Modify language to allow for the ability to "face" product
15	D		SECTION 6.6 PRIME-TIME	PARAGRAPH B: Strike first sentence
				PARAGRAPH C: Strike language in its entirety
16	NI		SECTION 7.4 VACATION SCHEDULING	PARAGRAPH I: REVISE CURRENT LANGUAGE TO BELOW Effective upon ratification, employees must use all vacation time earned during the year in which it is allocated, except that employees shall be authorized to roll over a maximum of 80 hours of vacation time. Employees who have banked more than 80 hours of vacation at time of ratification will not lose that vacation time, but they shall not be entitled to add more vacation time so long as their vacation bank meets or exceeds 80 hours of vacation time upon ratification.
17	TA		SECTION 7.6 VACATION DONATION	Strike language in its entirety **TA = provide language about LFHI FAF PROPOSED LFHI FAF LANGUAGE: LUNDS & BYERLYS FAMILY ASSISTANCE FUND The Lunds & Byerlys Family Assistance Fund began in 2014 to help members of our company's extended family in their times of financial need. From providing shelter after natural disaster strikes, to helping with costs associated with an unexpected illness, our fund seeks to truly make a positive impact in the lives of our employees. To be considered for this program, employees submit an application to L&B's third party administrator, The Minneapolis Foundation. The process is completely confidential and our company is never provided information on who applied and/or received funds from this program. To review eligibility requirements and to submit an application, please visit: www.lhfamilyfund.org/ Store Management and Human Resources can also help answer questions about this program as well as provide any additional support available.
18	NI TA		SECTION 8.2 ACCIDENT, INJURY, PREGANCY, OR SICKNESS	PARAGRAPH B: Modify language to allow up to a maximum period of one (1) year
19	TA		SECTION 8.7 S.P.U.R.	Modify language to require a 30 day notice to the Employer.
20	D		ARTICLE 16 SHELF-STOCKING	Strike language and only recognize the Letter of Agreement #8
21	D		LETTER OF AGREEMENT #1-3	Consolidate into one Letter of Agreement
22	D		LETTER OF AGREEMENT #4	Strike language in its entirety **TA if no current Retiree Health Plan participants exist
23	NI		LETTER OF AGREEMENT #7	Strike language in its entirety
24	NI		LETTER OF AGREEMENT #8	Strike PARAGRAPHS B & C