

ARTICLE 1 – UNION SECURITY

SECTION 1.1: RECOGNITION

A. The union is recognized as the exclusive bargaining representative of the unit consisting of all full-time and part-time employees employed in the grocery, produce and meat departments in all present and future stores of the Employer in the St. Paul metropolitan area and vicinity, excluding supervisory employees as defined in SECTION 2(11) of the Labor Management Relations Act of 1947 as amended. The Employer will be allowed dot have up to ~~three (3)~~ **two (2)** supervisory employees per store, including Store managers, outside the bargaining unit who may perform all bargaining unit work, ~~including~~ **excluding** the cutting of meat.

SECTION 1.5: MEAT DEPARTMENT:

A. All work performed in the meat department will be done by bargaining unit members of the meat department (Head meat cutter, Journeymen [and Apprentices], Wrappers and Other-than-Journeymen) except as provided ~~in ARTICLE 1 SECTION 1.A. and~~ below:

1) Journeymen Meat Cutters are meat employees whose duties include production work commencing with the initial reduction of primal, sub-primal and / or supplemental cuts of all fresh or frozen meat department products including fish and seafood, (whether by use of saw, grinder, cuber, tenderizer, slicer, knife or other tools of the trade), through and including the boning, scraping and trimming of these products to reduce to retail cuts and the initial daily grind. Journeymen may also perform any other work in the Meat Department. In the absence of any other work in the meat department, Journeymen Meat Cutters will be allowed to perform all functions in the store, and will maintain their rate of pay when performing the duties assigned.

2) Wrappers and Other-than-journeymen are meat employees whose duties include all work in the meat department with the exception of Journeymen duties, ~~unless they have been trained and certified by the Employer to perform meat cutting.~~ Wrappers and Other-than-journeymen will be offered the first opportunities to **become apprentice meatcutters when such an opportunity becomes available** ~~train and become certified by the Employer to cut meat; they will be paid no less than the top Universal employee scale rate.~~ These employees shall retain all job guarantees under this Agreement for meat employees ~~hired on or before August 23, 2012.~~ Wrappers and Other-than-journeymen employees will be allowed to work in all areas of the store.

~~3) Full-time employees (excluding maintenance employees) will be allowed to perform all functions in the store, including the meat department, with the exception of those jobs specifically designated for Journeymen meat cutters, except that the Employer may train and certify Senior Retail Specialist and Universal employees to cut meat. The decision to train and certify an employee to cut meat will be by mutual agreement. Upon completion of training, employees who desire not to work in the meat department shall provide thirty (30) days' notice to the Employer.~~

Commented [JW1]: We're taking away the ability for SD's to cut meat so we should delete this provision as well and just say below.

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4) Regular Part time employees may work in the meat department including waiting on the trade and filling all cases; however, they may not work **in the meat department before 1pm or at any time** in the processing areas of the meat department except for cleaning.

5) Meat employees: Head meat cutter, Journeymen, Wrappers and Other-than journeymen, ~~hired on or before August 23, 2012~~ will not lose scheduled hours or be removed from their historical schedule of hours, including Sunday hours, because of the utilization of other employees in the meat department, nor will they be displaced from their work in the meat department by any other store employee unless such change is by mutual agreement.

6) No Meat Department employee may be laid off or reduced in hours while the employer is utilizing any form of pre-processed or case ready meats including, but not limited to, lamb, veal, pork, chicken, beef, ground beef or sausage.

*** As part of its proposal regarding changes to Article 1.5 the Union also proposes the deletion of all Letters of Agreement related to case ready meats. It is the Union's intent that 6) under the proposed section 1.5 would replace these Letters of Agreement and make them irrelevant. ***

ARTICLE 2 – WAGES, HOURS AND WORKING CONDITIONS

SECTION 2.1: WAGE RATES:

A. Minimum Wage Rates: The minimum hourly rates of pay for the classifications covered by this Agreement are contained in APPENDIX "A" and made a part of this Agreement.

1) If any federal, state, city, county or other minimum wage rate increases to an amount equal to or above any of this Agreement's wage rates, those rates will increase by one dollar (\$1.00) above the new minimum wage rate. All other rates will rise by an amount equal to the percentage increase of the Agreement's lowest wage rate.

SECTION 2.2: SUNDAY WORK:

C. No Senior Retail Specialist employee ~~hired prior to March 1, 1998~~ or Meat department employee ~~hired prior to April 15, 2012~~ who has regularly worked on Sundays and who requests to continue to work Sundays on a regular basis shall be displaced from working their historical Sunday schedule. To retain this guarantee, the employee must continue to be available for their historical Sunday schedule.

E. Rates of pay shall be as follows:

- 1) ~~Straight time pay for~~ **Time and one-half (1-1/2) the straight time rate of pay for:**
 - a. All Senior Retail Specialists (including department heads), **Universal employees, all Meat employees (full and part-time)** and Full-time Maintenance employees ~~hired or promoted from part-time after March 8, 2008.~~
 - b. ~~Universal employees, Regular Part-time and Prime-time.~~

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- 2) Straight time plus a \$.50 per hour premium for:
 - a. All Clean Team employees, **Regular Part-time and Prime-time.**

- ~~3) Time and one-half (1-1/2) the straight time rate of pay for:~~
 - ~~a. All Senior Retail Specialist employees (including department heads) and Full-time Maintenance employees hired or promoted from part-time before March 9, 2008.~~
 - ~~b. All Meat employees (full and part-time).~~

SECTION 2.6: WORK SCHEDULES:

A. **Posting Schedules:** Schedules for all employees will be posted in each store by Friday noon for the following two (2) work weeks **and shall list employees in seniority order**; Sunday schedules for all employees shall be posted two (2) weeks in advance. The Employer will set up a schedule of work for the employees in the meat department which shall be regular each week. Two (2) weeks' notice will be given to employees in the meat department if changes are required in the basic scheduled work week. The schedule shall also include the employee's meal period and days off.

D. **Night work:** It is agreed that no employee except for employees on the night stock crew shall be required to work more than **two (2) three (3)** nights per week. ~~Journeymen and Wrappers who were on the seniority list prior to May 12, 1974, shall not be required to work any more than two (2) nights per week.~~

E. **Meat Department Employee on Duty:** The meat department must be staffed with a meat **department** employee ~~or qualified full-time employee~~ at all times the store is open for business between the hours of 7:00 A.M. and 9 P.M. Markets that employ three (3) or less employees need not have an employee on duty after 6:00 p.m. and before 7:00 a.m. provided the Employer has no employee covered under the job protection provision of Section 1.5. This requirement will not apply to one (1) and two (2) person markets during meal periods.

SECTION 2.7: MINIMUM SCHEDULED HOURS:

A. An employee shall be guaranteed no less than four (4) hours of work each time ~~he/she they are is~~ scheduled to work or receive pay in lieu thereof except: (1) for an employee who may be restricted to shorter daily hours under state law, or (2) in cases where the employee requests fewer hours and the Employer agrees.

B. No employee shall be scheduled for less than ~~fifteen (15) twelve (12) hours for a prime-time employee~~ **twenty-six (26)** hours per week unless they have requested fewer hours in writing and during periods of temporary hours reductions, where the Employer may schedule the least senior employees no less than six (6) hours on Saturdays.

C. At least twenty-four percent (24%) of Part-time employees in each store, in order of part-time seniority, will be offered the opportunity to work schedules of at least ~~twenty-six (26)~~ **thirty-two (32)** hours or more per week. A senior regular part-time employee may choose to be scheduled for less than ~~twenty-six (26)~~ **thirty-two (32)** hours by written request to the store manager. The employee

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may not rescind their election for a period of three (3) months, except upon mutual agreement with the employer.

Section 2.11: Other Working Conditions:

D. Uniforms and Equipment: No employee covered by this Agreement shall be required to pay for linen or dry cleaning, nor shall they be asked to furnish tools of the trade. In the event the Employer furnishes to the employees wash-and-wear uniforms and the employees accept same, the employees shall launder the uniforms. If a specific uniform or insignia is required by the Employer, that uniform will be provided by the Employer ~~except for white shirts~~. **The employer shall provide one (1) uniform at the time of hire, and three (3) uniforms every year thereafter on the employee's anniversary date.**

G. Discounts:

All Employees will receive a twenty (20) percent discount on all retail purchases made at the store.

Full-time and Part-time employees with at least twenty (20) years of service will receive a lifetime employee discount of twenty (20) percent off purchases.

Section 2.11: Inclement Weather

An employee shall not be disciplined for an unforeseen absence that occurs when a "No Travel Advisory" has been issued by the Department of Transportation.

Employees may use Vacation, or Sick Time to cover the absence.

If an employee does not have enough paid time off in their bank to cover time off due to inclement weather, the member shall not be disciplined.

ARTICLE 3 – FULL-TIME/PART-TIME RATIOS

The Employer must maintain a minimum total bargaining unit workforce, ratio of Full-time to part-time, of ~~25%:75%~~ **35%:65%**. Full-time waivers employees, if they are not current employees will not count in this ratio. ~~Waiver, Prime-time and Clean Team employees are excluded from this ratio.~~ Regular Part-time employees on Full-time waivers will be counted as Part-time.

Prime-time employees may not exceed a maximum of ~~thirty (30)~~ **fifteen (15)** percent of the Employer's combined Part-time, Clean Team and Prime-time work force companywide.

ARTICLE 4 - SENIORITY

SECTION 4.3: EMPLOYEE TRANSFER:

A. The Employer agrees to give an employee two (2) weeks' notice of an Employer-initiated transfer, except in the case of an emergency. Temporary transfers may occur without notice in the event of an emergency arising in the business.

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B. The Employer will not transfer an employee as a means of discipline.

~~G. The Employer shall consider the circumstances of the affected employee in making the transfer decision.~~

C. D. If a Part-time or Clean Team employee is transferred by the Employer, they shall retain their accumulated experience for the purpose of acquiring and retaining seniority. Clean Team and Part-time employees can only be transferred by mutual agreement.

~~- E. The Employer will take into consideration the circumstances of former Retail specialists hired prior to March 9, 2008 when considering transfers to other locations.~~

D. F. Full-time employees may request transfers to a store closer to their home. Requests will be considered based on the following criteria: store staffing needs, store full-time staff balancing, potential openings and employee's experience and skill sets.

~~E. G. Meat employees may be transferred between Cub Gold and Main Cub CBAs at the employer's discretion.~~

F. Transfers to other locations within the company shall generally be by mutual consent. If a transfer to another location within the company is required, the employer shall first ask for volunteers. If there are no volunteers, transfers shall occur by inverse seniority within the affected seniority classification.

ARTICLE 5 – HOLIDAYS

SECTION 5.1 HOLIDAYS DEFINED:

Article 5.1: Holidays Defined

C. New Years Day, Memorial Day, Fourth Of July, Labor Day & Thanksgiving Day

1) Full Time: Work on New Year's Eve after 6:00pm, New Year's Day, Thanksgiving Day, and the summer holidays shall be strictly voluntary for all full-time employees. ~~Work on the summer holidays shall be voluntary for full-time employees with the exception of full-time Meat employees hired after May 2, 1983 who may be required to work.~~ All holiday work shall be rotated among volunteers.

2) Part-time, Clean team and Prime time: Work on the summer holidays, Thanksgiving and New Year's shall be voluntary for all regular Part-time, prime-time part-time and Clean Team employees hired before May 15, 1983. Employees hired on or after May 15, 1983, may be scheduled to work on the "summer holidays", New Year's or Thanksgiving. ~~Work on New Year's Day and Thanksgiving Day will be staffed with volunteers first. If there are insufficient volunteers part-time, clean team and prime time employees will be scheduled by reverse seniority. The Employer may schedule the required number of employees by reverse order of store seniority by~~

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~~classification. In the event more employees volunteer than are needed to staff the store, the work will be assigned on a store seniority basis among the volunteers.~~

3) Meat Scheduling: Meat Departments shall ~~first~~ be staffed by volunteers according to the following steps (in numerical order). 1) Journeyman Meat Cutter Volunteers 2) Wrapper volunteers 3) Other-than-journeyman volunteers 4) Senior Retail Specialist or Universal employee volunteers qualified to perform the duties.

E. Election Day: The Company agrees to pay all workers who are registered voters up to two (2) hours to vote on Election Day at the employee's straight time rate of pay.

ARTICLE 6-DEFINITIONS

SECTION 6.7: MEAT EMPLOYEES:

Meat employees consist of the following employees: Head meat cutter, Journeymen (Apprentices), Wrappers and Other-than-Journeymen. Meat employees may perform work outside the department; such alternative duties will be by mutual agreement. The Head Meat Cutter will be a qualified Journeyman Meat Cutter and will perform all of the duties of a Journeyman in the meat department. A Journeyman is a full-time employee who is a skilled meat cutter. Wrapper is a Full-time meat employee who performs all duties in the meat department ~~and who may cut meat if trained and certified to do so.~~ **with the exception of production**. An Other Than Journeyman employee is a part-time Wrapper.

SECTION 6.9: MEAT EMPLOYEES:

Meat employees consist of the following employees: Head meat cutter, Journeymen, Wrappers and Other-than-Journeymen. Meat employees may perform work outside the department; such alternative duties will be by mutual agreement. The Head Meat Cutter will be a qualified Journeyman Meat Cutter and will perform all of the duties of a Journeyman in the meat department. A Journeyman is a full-time employee who is a skilled meat cutter. Wrapper is a Full-time meat employee who performs all duties in the meat department ~~and who may cut meat if trained and certified to do so.~~ **with the exception of Journeyman duties.** An Other Than Journeyman employee is a part-time Wrapper.

SECTION 6.11 Manager on Duty:

The employer agrees to pay Managers on Duty who are duly designated by management as a Manager on Duty, when the Store Director or Assistant Store Director are not scheduled to work, a one dollar and fifty cent (\$1.50) per hour premium for the shift in which the person is designated as the Manager on Duty. This Manager on Duty premium will not be payable to employees working the Night Crew.

ARTICLE 7 - VACATIONS

SECTION 7.1: VACATION ALLOWANCE:

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- A. An employee covered by this agreement who has had one (1) year of service with said Employer or in said store shall receive one (1) week's vacation with pay as of the employee's anniversary date of employment.
- B. An employee with two (2) years of continuous service with said Employer shall receive two (2) weeks' vacation with pay each year as of the employee's anniversary date of employment.
- C. An employee with ~~eight (8)~~ **five (5)** years of continuous service with said Employer shall receive three (3) weeks' vacation with pay each year as of the employee's anniversary date of employment.
- D. An employee with ~~sixteen (16)~~ **ten (10)** years of continuous service with said Employer shall receive four (4) weeks' vacation with pay each year as of the employee's anniversary date of employment.
- E. An employee with ~~twenty (20)~~ **fifteen (15)** years of continuous service with said Employer shall receive five (5) weeks' vacation with pay each year as of the employee's anniversary date of employment.

ARTICLE 9 – HEALTH AND SAFETY

C. Stores that are open to the public between the hours of 10pm and 6am must maintain a minimum staffing level of three (3) front-end personnel during these hours. This requirement is in recognition of the employer's continued efforts to provide a safe and healthy work environment for all employees.

SECTION 9.5:

A. Commitment to Safety

1. The Employer agrees that it will provide a safe and healthy workplace and to correct any unsafe condition or safety or health hazard.
2. The Employer agrees to promptly investigate all hazards, unsafe conditions and accidents brought to its attention and to promptly remedy all hazards and unsafe conditions its investigation reveals.
3. The Employer and Union will establish and publish a written policy setting out its guidelines for employees' safety and store security. These guidelines shall make clear that no employee is required to take action in response to theft or security incidents which may endanger the safety of the employee.

B. Safety Training

The Employer will provide training to its employees, at the time of hire and then annually, as to how they should perform their jobs safely. Employees shall be paid for said training. The Employer will not allow any employee to operate any equipment or handle hazardous materials until the employee has received all relevant training and has been signed off as competent.

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C. Protective Equipment

1. The Employer shall continue to provide necessary PPE at its own cost.
2. The Employer shall continue to maintain anti-fatigue mats where appropriate in the store.

D. Safety Meetings

1. Safety meetings will be held consistent with the Employer's health and safety practices and the law. Meeting dates and meeting outcomes will be posted in-store for all employees to review and provide feedback.
2. A storewide committee will be composed of one (1) union appointed bargaining unit member, one (1) Union Representative or designee, four (4) store employees and up to three (3) Employer representatives. Should the Union appointed member be unable to make a committee meeting, then another union member that does not hold the role of Department Manager will participate.

- E. Stores that are open to the public between the hours of 10pm and 6am must maintain a minimum staffing level of three (3) front end personnel at all times during these hours. This requirement is in recognition of the employer's continued efforts to provide a safe and healthy work environment for all employees.

Employees shall be paid for any time spent in safety meetings.

ARTICLE 18 – LEGAL ISSUES

A. Discrimination: ~~No employee shall be discriminated against because of race, creed, sex, age, color, national origin, disability, marital status, status with regard to public assistance, religion, sexual orientation, or for engaging in protected Union Activities.~~ The Company agrees that it will not discriminate against or treat any worker differently because of Union membership, support or activity; race, national origin, color, gender, religion or age; disability, pregnancy, or physical or mental health condition; sexual orientation, or gender identity or expression; marital or veteran status; criminal record; or English proficiency or speaking accent.

F. Harassment: The Company agrees that it will not permit harassment in the workplace. Harassment means unwelcome comments or conduct. No one at the workplace, including managers, supervisors, workers or third-parties such as vendors, consultants and independent contractors, may make comments or engage in conduct that is known to be or should reasonably be known to be unwelcome. Examples of harassment (harassment is not limited to these examples):

- Groping or fondling anyone.
- Showing pornographic or lewd photos, or making lewd comments.
- Making racist, sexist or homophobic comments, or negative comments about a religion.
- Making derogatory or offensive comments about someone's appearance or background.

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- Asking a worker on a date after the worker indicated that the request invitation was unwelcome.
- Deliberately or repeatedly using a name or pronoun when speaking or referring to a transgender worker other than the name the worker chose and the pronoun the worker identifies with.
- Teasing, picking on, or treating, interacting or communicating with a worker differently because of the worker's race, national origin, color, gender, religion, age, disability, pregnancy, physical or mental health condition, sexual orientation, gender identity or expression, or gender questioning.

ARTICLE 25 – DRUG AND ALCOHOL TESTING

~~A test for illegal drugs and/or alcohol may be conducted on employees who caused or contributed to accidents occurring during work time or on the Employer's property. Covered accidents include accidents that the employee caused or contributed to that involve:~~

- ~~1. Personal injury to employee or others which necessitates first aid and/or medical attention; and/or~~
- ~~2. Substantial damage to the Employer's property which may necessitate first aid and/or medical attention to employees or others.~~

~~Employees are expected to make themselves available for Employer-paid, post-accident testing. The Employer shall adopt drug and alcohol testing procedures which conform to Minnesota Statute 181.950 and following which shall govern all drug and alcohol testing. Time spent in drug testing shall be paid at the employee's regular straight time rate of pay. Any employee who fails to report any work-related accident may be subject to disciplinary action, up to and including termination. Employees terminated for illegal drug and/or alcohol offenses who file a timely grievance and provide the Employer with certificate of rehabilitation will be reinstated.~~

A. The Company may neither administer nor require any worker to submit to a test for drugs or alcohol without reasonable cause. The parties agree that reasonable cause must be based on the first-hand observation of the worker by a trained supervisor and if at all possible, corroborated by the first-hand observation of a second trained supervisor.

B. Reasonable cause means objective evidence about the worker's workplace conduct that would cause a reasonable person to believe that the worker is demonstrating physical signs of impairment due to drugs or alcohol, such as difficulty in maintaining balance, slurred speech, erratic behavior and an inability to safely perform assigned tasks. The fact that a worker has been involved in an accident or has suffered an injury or illness does not by itself constitute reasonable cause.

C. The Company agrees that positive test results do not constitute just cause for discipline or discharge.

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D. The Company agrees to offer the worker who is tested positive a mutually agreeable substance abuse program. The worker shall attend and complete the program in a timely matter. The Company agrees to pay for the program. The Company agrees that the worker has the right to continue working at the worker's current job while the worker attends the program.

NEW ARTICLE – SHOOTINGS, OTHER VIOLENT ATTACKS AND DANGEROUS EMERGENCIES AT STORES

A. This provision will control in case of a shooting, other violent attack or other similar emergency that adversely affects the emotional or mental health of or injures workers. These and similar situations are called "dangerous emergencies" in this agreement.

B. The company agrees that workers do not bear any responsibility to protect the store, any merchandise or other people during a dangerous emergency. Rather, workers should protect themselves and, to the extent safely and reasonably possible, co-workers.

C. If a dangerous emergency occurs at a store, the company will close the store for at least 14 days.

D. In cooperation with the union, the company will develop mutually agreeable procedures that workers should follow to protect themselves and co-workers during dangerous emergencies. These procedures will include: (i) where workers should go to protect themselves, (ii) evacuation plans, (iii) what workers should do, and (iv) how prompt first aid and emergency medical treatment will be administered to injured workers. The procedures will also discuss signs that may indicate that a dangerous emergency may occur (such as threats, social media posts or assaults), and encourage workers, customers and others to report these matters to a manager or security guard.

E. The company will update the training as new procedures to protect workers against dangerous emergencies develop.

F. 1. In cooperation with the union, the company will, at least annually, train all workers on the dangerous emergency procedures, including how to recognize a potentially dangerous emergency and, where appropriate, how to deescalate dangerous emergencies that are reasonably capable of de-escalation. New-hires will undergo this training within the first 30 days of employment. The company will pay all workers for all time they are in training.

2. Experienced trainers who've been trained by professional trainers will conduct or facilitate all trainings.

3. Interpreters will translate the training into the languages in which workers are fluent. When appropriate, trainings will use sign language and closed captioning. Translators will translate all written and electronic training materials into languages workers read.

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G. The company will ensure that nothing, including equipment and merchandise, blocks or obstructs any part of entrances, exits, emergency other doors, or exit routes. All doors will be capable of being readily and immediately opened from the inside of stores.

H. The company will install panic or emergency alert buttons that directly notify emergency and law enforcement services throughout the store, including in every department, freezer, refrigerator, restroom, checkout stand, back or storage room, and office.

I. The company will station trained, professional armed security guards at all stores during all times workers are in the store.

J. If a dangerous emergency occurs:

1. All workers assigned to the store will be on paid special administrative leave until they feel healthy enough to return to work. To qualify for the leave, workers are not required to provide a doctor's note or any other documentation, or to have been in the store during the dangerous emergency.

2. The company will pay workers for the special administrative leave at a rate equal to the average weekly amounts workers earned during the preceding quarter. For partial weeks, the company will pay a daily rate equal to the average daily amount workers earned on the days they worked during the 30 days preceding the dangerous emergency.

3. While on special administrative leave, all workers (and their dependents) will continue to receive the same health and welfare coverage they received prior to the dangerous emergency. The company will continue to make all health and welfare, and pension contributions on behalf of all workers on special administrative leave for the entire time they are on leave.

4. While on special administrative leave, the company will not charge any worker with any other leave, including vacation, sick, FMLA, personal or administrative leave, and will credit workers with any previously-approved leave, including vacation.

5. Special administrative leave shall count as hours worked for all purposes under: (A) the agreement, including seniority, step increases, vacation accrual and all benefits, including health and welfare, and (B) all federal, state and local employment laws, including the Family and Medical and Leave Act and similar sick and other leave laws.

6. The company will not oppose any unemployment or workers' compensation claim of any worker assigned to the store.

K. The company will pay for all counseling, therapy, and similar trauma or crisis service workers receive related to the dangerous emergency.

L. The company shall apply for all available victim assistance services, including those provided by local and state agencies, and non-governmental organizations, and assist workers to apply for such services.

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M. The company agrees not to reopen any store where a dangerous emergency occurred until the store is repaired to the condition the store was in before the dangerous emergency.

1. The company will give workers 14 days' advance notice of the target reopening date.

2. The company will offer returning workers their previous positions, wage rates, schedules, hours, benefits and other working conditions. The company will continue to maintain the same number of full-time positions or jobs as before the dangerous emergency.

(a) Returning workers have the right to change their schedules.

(b) The company will not assess attendance points or occurrences, or otherwise discipline workers who because they do not feel sufficiently healthy:

(1) call off of work;

(2) take more or longer breaks; or

(3) leave work early.

3. For those workers who do not yet feel healthy enough to return to work, the company will pay up to twelve (12) additional weeks of special administrative leave.

4. (a) The company will transfer workers who choose not to return to their store to openings in stores nearest, at the worker's choice, to where the worker lives or their prior store. The company will exercise best efforts to transfer those workers into the same positions they worked at their prior store, or to positions as equivalent as possible in terms of department, work performed, duties and other working conditions. The company will provide transferred workers with the same wage rates, hours, seniority, schedules, leave (including vacation and other leave), holidays and benefits (including health and welfare and pension benefits) as those the workers received at their prior store.

(b) The company agrees to pay mileage and automobile maintenance costs to any transferred worker based on the additional distance the worker travels to the new store compared to the worker's prior store.

(c) The Company agrees to establish an Internal Revenue Code Section 132 Transportation Benefit plan for all workers who transfer to a new stores because of a dangerous emergency, and to deposit into the account in the amount of one hundred dollars (\$100.00) per month per worker for a period of 12 months following the date of the worker's transfer.

(d) For all transferred workers whose childcare or dependent care expenses increase as a result of the transfer, the company will pay for the increase, up to a maximum of \$1,000 per month.

N. The company agrees to reach a mutual agreement with the union over any other effects of or issues related to the dangerous emergency that the union proposes to the company.

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NEW ARTICLE – SICK DAYS

All employees shall receive forty-eight (48) hours of Sick and Safe Leave upon ratification of this Agreement, and every year thereafter on January 1st. All new employees shall, upon hire, receive forty-eight (48) hours of Sick and Safe Leave, and every year thereafter on January 1st. Such hours shall carry over from year to year. The maximum balance for Sick and Safe Leave shall be ninety-six (96) hours. Sick and Safe Leave hours may be used in accordance with Minnesota statute 181.9447.

NEW ARTICLE – DISASTERS, PANDEMICS AND OTHER EMERGENCIES

Provision that Will Apply in Case of Disasters, Pandemics and Other Emergencies (“Emergency Provision”).

A. Application of emergency provision

1. If a significant event occurs that affects workers, the workplace, or the safety and health of workers and their families, including but not limited to natural or weather disasters, epidemics, pandemics, catastrophes, public health emergencies, or similar events, or if a federal, state or local government announces or declares the event a disaster, emergency, or similar event, this emergency provision will control, except to the extent that other Agreement provisions provide greater protections or benefits to workers. These events are referred to as “emergencies.” All other sections of this Agreement not in conflict with this emergency provision will remain in effect.

B. Meeting and reaching agreement with the Union

1. Except as otherwise addressed in this emergency provision, during the emergency, the Company will provide prior notice and reach a mutually agreeable agreement with the Union before implementing any proposed new or change in any policy, procedure, or working condition.

C. Leave

1. Additional Paid Leave

(a) During the emergency, in addition to any leave this Agreement or the Company’s policies provide, the Company will provide paid leave to any worker who self-quarantines, shelters-in-place, stays home, or otherwise does not go to work:

(1) based on the recommendation of a health care provider;

(2) because they are awaiting the results of a test or diagnosis related to the emergency;

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(3) because of a positive test or diagnosis for a disease or health condition related to the emergency;

(4) because a governmental or judicial order requires or recommends that the worker stay home;

(5) because the federal, state or local government advises that they are at higher risk of injury, illness, or health condition;

(6) because the worker believes that returning to work could risk the health or safety of the worker, co-workers or their families;

(7) because the worker is caring for a family or household member who is staying home: (i) based on a health care provider's recommendation, (ii) because of a positive test for a disease or is awaiting the results of such a test, or (iii) because of a health condition related to the emergency;

(8) because the worker is caring for a child under sixteen (16) years old whose child care facility or school has been closed or whose schedule was reduced because of the emergency;

(9) based on the Company's recommendation or requirement; or

(10) because the Company closes the facility.

(b) The Company will provide such additional paid leave until, corresponding with the reason why the worker took leave: (i) the relevant health care provider, government, or court declares that the worker may safely return to work; (ii) the worker feels safe to return to work; (iii) the Company no longer recommends nor prohibits the worker from returning to work; or (iv) the worker is no longer caring for a member of the worker's family or household.

2. Right to use any available leave: All workers have the right to use any available paid or unpaid leave (including all leave in this Agreement or leave that any Company policy or law provides) that they choose to address any effect of the emergency, regardless of the type of or classification of leave. For example, a worker can use accrued sick leave to address the effects of the emergency, even if neither the worker nor anyone in the worker's family is sick.

3. Company's response for missing work: The Company will not take any adverse action against a worker who misses work, takes leave, or fails to meet production goals because of the emergency. Adverse actions include but are not limited to assessing time or attendance points and any discipline or discharge.

4. Returning to previous position: All workers who take any leave under this emergency provision will return to their previous position with the same rate of pay, hours, and schedule.

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D. Working during the emergency

1. During the emergency, the Company will:

(a) provide hazard pay by increasing all workers' hourly rate by five dollars (\$5.00) an hour;

(b) make every effort to allow workers to work remotely;

(c) accommodate workers who the government advises are at higher-risk of illness, health condition or injury, including but not limited to providing them with a lower-risk assignment or, if that is not available, paid leave; and

(d) make best efforts to accommodate workers who care for family or household members affected by the emergency, including but not limited to closures of or reduced operations of schools or child or dependent care facilities. Best efforts include but are not limited to changing schedules, or temporarily transferring workers to stores or facilities closer to their homes.

E. Layoffs, Reduction in Hours and Recall

1. Notice of layoff or reduction in hours:

(a) During the emergency, at least three (3) weeks prior to any layoff, whether temporary or permanent, or any reduction in hours, the Company will notify the Union in writing of its intent to layoff workers or reduce hours. If the Company fails to notify with the Union at least three (3) weeks prior to any layoff or reduction in hours, the Company will pay affected workers three (3) weeks' pay.

(b) The Company will negotiate with the Union in an attempt to avoid any layoffs or reductions in hours. If the parties are unable to reach agreement, the Company will negotiate with the Union an agreement to provide benefits to affected workers in addition to those provided by this Agreement.

(c) Prior to any layoffs, the Company will offer buyouts.

(d) The Company will layoff or reduce the hours of workers in reverse seniority.

(e) For those workers who suffer layoffs or reduced hours, the Company will:

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(1) not oppose their application for full or partial unemployment insurance or other government benefits;

(2) permit them to work at another Company without severing employment with the Company; and

(3) not require them to use any leave.

2. Recall: The Company will recall laid off workers by seniority to their previous position with the same rate of pay, hours, and schedule. For workers whose hours the Company reduced, the Company will increase the hours of workers by seniority with the most senior workers working the number of hours they worked before the Company reduced their hours. The Company will increase hours by seniority with the most senior workers first receiving the hours they worked before the reductions.

F. Continuation in Working Conditions and Benefits

1. Employee status: All workers who during the emergency take any leave, or who the Company lays off or whose hours the Company reduces will maintain their status as Company employees.

2. Credit and Seniority: The Company will credit the time such workers are laid off or work reduced hours as having worked their regular, pre-emergency schedules for the purposes of seniority, scheduled increases in wage rates, earning leave, maintaining full-time status, or qualifying for any other benefit or benefit increase under the Agreement.

3. Maintenance: The Company will continue to maintain all benefits for such workers, including but not limited to all health and welfare benefits, pension benefits, and benefits that federal, state or local law requires companies to provide to active employees (for example, paid sick leave and disability benefits).

4. Contributions: The Company will continue to make all contributions that the Agreement requires on behalf of such workers.

5. Government assistance: The Company will take all actions necessary or advisable to advocate for, apply for, or receive government assistance for workers and to make the workplace healthier and safer.

G. Safety and Health

1. Union agreement: During an emergency, before implementing any new or changing any existing policy, procedure or practice related to the safety or health of workers, the Company agrees to provide a copy to the Union, discuss the proposal with the Union and implement it only after the Company and the Union agree on its terms.

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2. Written safety and health plan: Upon the existence or threat of an emergency, the Company will develop and implement a written, site-specific safety and health plan to eliminate or reduce the risks of injury, illness or death of workers related to the emergency. The Company will update the plan as needed throughout the emergency. Before finalizing the plan, the Company will meet with and discuss the plan, and all updates, with the Union, and implement or update the plan only after the Company and the Union agree on its terms. The Company will provide current copies of the plan to the Union on request. The plan will:

(a) Establish a joint labor-management safety and health committee to monitor the risks to the health or safety of workers related to the emergency and to make recommendations to the Company on how to reduce the risks. The Company and the Union will each appoint an equal number of the members of the committee. The committee will meet regularly, but no less than once a month, but may be more often should there be a need as the emergency continues.

(b) For each job classification, assess all risks related to the emergency.

(c) Propose methods to reduce the risks related to the emergency which include changes to workplace engineering and work practices. The proposals will prioritize those changes that most effectively reduce risks using the hierarchy of controls, including the use of personal protective equipment (PPE) when other controls do not fully reduce the risk.

(d) Schedule when the Company, the Union, and the committee will inspect the workplace. Every inspection will include persons who are knowledgeable about generally accepted good worker safety and health practices and the methodology of inspections, and at least one worker knowledgeable in the health or safety risks being investigated.

(e) Establish a process for how the Company and the union will investigate incidents, illnesses, injuries and other safety and health risks related to the emergency.

3. Personal Protective Equipment: If the Company and Union jointly assess that PPE will reduce the safety and health risks related to the emergency, this subsection will apply.

(a) The Company will provide all PPE at its own cost.

(b) PPE may include, but not be limited to, respirators, facemasks, gloves, eye protection and hand sanitizer.

(c) The Company will train workers during paid work time how to properly put on, use, take off and dispose of PPE.

(d) The Company will provide workers adequate paid work time to put on, take off, and dispose of PPE.

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4. Notification: When the Company learns that any worker may have been either exposed to a hazard or an infectious agent related to the emergency at work or away from work, tests positive for an infectious disease related to the emergency, or otherwise is diagnosed for such an infectious disease, the Company will immediately notify the Union and all workers who may have been exposed to that worker. The notice will include the name of the worker and the workplace locations the infected worker was present in or walked through.

5. Record log: The Company will establish and maintain a log to record all workers who test positive for, diagnosed as having, or exhibiting symptoms of an infectious disease related to the emergency. The log will identify (i) the worker; (ii) the date(s) the worker tested positive, was diagnosed with the disease, or began to exhibit symptoms; (iii) the dates and times the worker was present at the facility; (iv) the work areas where the worker was present in or walked through; and (v) the workers who may have been exposed to that worker.

H. Expedited Arbitration

1. The parties agree to resolve all disputes related to this emergency provision, including all alleged violations of or disputes over the interpretation of this provision, or otherwise related to or affecting workers during an emergency by final and binding expedited arbitration described herein. The parties agree that they will not resolve any such dispute through any other dispute resolution procedure in this Agreement.

2. Party representative: At the outset of the emergency, each party will designate a representative who will attempt to resolve disputes.

3. Arbitrator: At the outset of the emergency, the parties will also select an arbitrator to hear all expedited arbitrations and another arbitrator to hear the arbitration if the first arbitrator is unavailable.

4. Notification: When a party believes there is a dispute covered by this expedited arbitration section, the party's representative will notify the other party's representative of the dispute. The representatives will attempt to resolve the dispute within 48 hours of the notice.

5. Invoking arbitration and scheduling: If the representatives are unable to resolve the dispute, either party may invoke expedited arbitration by requesting in writing or electronically that the arbitrator schedule a hearing on the earliest possible date, but no later than 7 calendar days from the date of the request. If necessary, the hearing may be held by phone, video conference, or some other remote method.

6. Procedures: The arbitrator will determine the procedures of the arbitration consistent with this emergency provision. At either party's request, the parties will orally argue the dispute rather than submit briefs.

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7. Arbitrator award and authority: The arbitrator will issue a decision at the conclusion of the hearing, or if the parties file briefs, within 3 or 5 calendar days of the date the briefs are due. The parties agree that the arbitrator has the authority to order remedies in law and equity, including that the breaching party specifically perform its obligations under this provision. The arbitrator may impose a penalty of up to \$10,000 for willful violations. Willful violations are clear violations that the party failed to correct after the parties' representatives attempted to resolve the violation. The arbitrator's award will be final and binding. The parties consent to the entry of any award as the order of judgment of a United States District Court.

8. Fees and costs: The parties will equally share the arbitrator's fees and any costs of the hearing.

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