

TA Document between
UFCW 1189 & LFHI

ARTICLE 1: UNION SECURITY

SECTION 1.5: JURISDICTION:

A. Any Senior Retail Specialist, Universal Employee, Journeymen, Wrapper, and Other Than Journeymen may work in any department on an interchangeable basis. However, when meat must be cut, the Journeyman Meat Cutters who are scheduled will cut the meat. Any meat department hours beyond the scheduled available Journeyman hours may be filled by other Full-Time employees, who have completed the Employer’s training certification program. All existing Wrappers will be required to complete the Employer’s training certification program and will be given preference for the meat department hours beyond the scheduled available Journeyman hours. Journeyman will be permitted to work in any department in the store.

B. Part-Time and Prime-Time employees may work in the meat department including waiting on the trade and filling all cases; however, they may not work in the processing areas of the meat department except for cleaning.

C. Non-meat department employees shall not perform meat department work as long as any meat department employees (full- or part-time) ~~hired before March 9, 2008~~ is on layoff or working reduced hours without offering this work to the employee who is on the layoff or working reduced hours who could perform this work at that employee’s normal rate of pay.

D. Journeymen, Apprentices, Wrappers, and Other Than Journeymen ~~hired before March 9, 2008~~ will not lose hours or be removed from their historical schedule of hours because of the utilization of other employees in the meat department.

E. There will be no adjustment in an employee’s pay when that employee works in another department.

F. 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.

G. Journeyman Meat Cutters hired on or before 4/8/2024 shall not be scheduled past 6:00pm unless by mutual agreement.

***** 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 “F” under the proposed section 1.5 would replace these Letters of Agreement and make them irrelevant. *****

Employer Signature: _____

Union Signature: _____

Article 2.11

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 two (2) uniforms upon hire and will replace uniforms as requested by the employee or as the Employer deems necessary. Employees are responsible for extending appropriate care to their uniform to prevent excessive replacement.

Article 2.11

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

Employees are required to still report their absences, which must occur no less than one (1) hour prior to the start of their shift.

Employees may use PTO to replace lost wages.

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 ~~35%:65%~~ 30%:70%. Full-Time waiver employees, if they are not current employees will not count in this ratio. Waiver, Utility, and Prime-Time Employees are excluded from this ratio. Part-Time employees on Full-Time waivers will be counted as Part-Time.

ARTICLE 5 – HOLIDAYS

SECTION 5.1 HOLIDAYS DEFINED:

C. New Year’s Eve, New Year’s Day, Memorial Day, Independence Day, Labor Day, & Thanksgiving Day:

1) Full-Time:

a) Work on New Year’s Eve after 6:00 p.m., New Year’s Day, Thanksgiving Day, shall be strictly voluntary for all Senior Retail Specialists, Journeymen, and Wrappers. Work on Memorial Day, Independence Day, and Labor Day shall be voluntary for Senior Retail Specialists, Journeymen, and Wrappers 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 the volunteers.

b) All full-time labor for the above holidays shall be scheduled first by volunteer. If there are not enough volunteers, the remaining full-time labor needed will be scheduled in order of reverse seniority.

Employer Signature: _____

Union Signature: _____

c) The employer will post a volunteer sign-up sheet no less than 30 days prior to the Holiday. Failure to do so will result in the holiday schedule being by volunteer only.

2) Part-Time and Utility:

a) Work on Memorial Day, Independence Day, and Labor Day, Thanksgiving and New Year’s Day shall be voluntary for all regular Part-Time and Utility employees hired before May 15, 1983. Employees hired on or after May 15, 1983, may be scheduled to work on the Memorial Day, Independence Day, and Labor Day, New Year’s Day or Thanksgiving. Work on New Year’s Day and Thanksgiving Day will be staffed with volunteers first. If there are insufficient volunteers Part-Time employees will be scheduled by reverse seniority. The Employer may schedule the required number of employees by reverse order of store seniority by 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.

b) The employer will post a volunteer sign-up sheet no less than 30 days prior to the Holiday. Failure to do so will result in the holiday schedule being by volunteer only.

bc) Compensation for work on New Year’s Eve after 6:00 p.m., New Year’s Day, Memorial Day, Independence Day, and Labor Day shall be straight-time for all hours up to eight (8), in addition to holiday pay provided the employee is eligible for holiday pay. Hours worked on Thanksgiving Day and in excess of eight (8) on all holidays shall be compensated at one and one-half (1-1/2) times the employee’s straight-time rate of pay.

f) Election Day:

The Employer shall comply with all laws and regulations governing an eligible voter’s right to participate in federal, state, and local elections.

ARTICLE 7

PAID TIME OFF (PTO)

SECTION 7.1: PTO ALLOWANCE:

A. Full-Time

Years of Service	Annual Grant	Weekly Rate
Between 0-57 th Anniversary	2 weeks (capped at 80 hours)	0.050/hour worked
Between 57 th -1015 th Anniversary	3 weeks (capped at 120 hours)	0.075/hour worked
Between 1015 th -1519 th Anniversary	4 weeks (capped at 160 hours)	0.100/hour worked

Employer Signature: _____

Union Signature: _____

Beginning 15 th -19 th Anniversary	5 weeks (capped at 200 hours)	0.125/hour worked
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B. Regular Part-Time

Years of Service	Annual Grant	Weekly Rate
Between 0-5 th Anniversary	2 weeks (capped at 80 hours)	0.03846/hour worked
Between 5 th -10 th Anniversary	3 weeks (capped at 120 hours)	0.05769/hour worked
Between 10 th -15 th Anniversary	4 weeks (capped at 160 hours)	0.07692/hour worked
Beginning 15 th -19 th Anniversary	5 weeks (capped at 200 hours)	0.09615/hour worked
Between 0-1 st Anniversary	1 week (capped at 40 hours)	0.01923/hour worked
Between 1 st -3 rd Anniversary	2 weeks (capped at 80 hours)	0.03846/hour worked
Beginning 3 rd Anniversary	3 weeks (capped at 120 hours)	0.05769/hour worked

C. Prime Time Part-Time and Utility

Years of Service	Annual Grant	Weekly Grant
Between 0-3 rd Anniversary	2 weeks (capped at 80 hours)	0.03846/hour worked
Beginning 3 rd Anniversary	3 weeks (capped at 120 hours)	0.05769/hour worked

Employer Signature: _____
Union Signature: _____

ARTICLE 9 – HEALTH AND SAFETY

F. Stores that are open to the public between the hours of 10pm and 6am must maintain a minimum staffing level of two (2) 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.

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.

This language should not in any way interfere with the Employer’s ability to set specific job requirements or fulfill its legal duty under federal, state, or local law or regulation.

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.
- 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.

Employer Signature: _____
Union Signature: _____

ARTICLE 24 – 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. A positive test result may constitute just cause for discipline or discharge.

D. To support employment reinstatement, 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 keep the worker in their current job while the worker attends the program.

Employer Signature: _____
Union Signature: _____

NEW ARTICLE

SHOOTINGS AND OTHER DANGEROUS EMERGENCIES AT STORES

A. This provision will control in case of a shooting or other similar emergency that adversely affects the physical or mental health of workers. These 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, others in the store.

C. In cooperation with the union, the company will develop 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.

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

E. 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. Upon request, training will be translated into the language in which a worker is fluent. Trainings will use sign language or closed captioning.

F. 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.

G. If a dangerous emergency occurs:

1. All workers assigned to the store will be eligible to pursue any leave of absence offered by the company under the same terms and conditions.

Employer Signature: _____

Union Signature: _____

H. The company will encourage utilization of employee assistance programs (EAPs) for counseling or therapy needed related to the dangerous emergency.

I. 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.

J. The company agrees not to reopen any store where a dangerous emergency occurred until the store is deemed safe for employees to work.

1. The company will give workers as much advanced notice as practically possible of the target reopening date.

2. The company will offer returning workers their previous positions, wage rates, schedules, hours, benefits and other working conditions.

(a) Returning workers have the right to change their availability and the company will seriously consider the availability change request.

3. 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, seniority, 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.

K. The company agrees to work in cooperation with the union over any other effects of, or issues related to, the dangerous emergency that the union proposes to the company.

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. Employer-Union Cooperation

Employer Signature: _____

Union Signature: _____

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

C. Leave

1. Additional Leave

(a) During the emergency, in addition to any leave this Agreement or the Company's policies provide, the Company will provide 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;

(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

Employer Signature: _____

Union Signature: _____

(10) because the Company closes the facility.

(b) The Company will provide such additional 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 leave (including all leave in this Agreement or leave that any Company policy or law provides) they are eligible for to address any effect of the emergency.

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

4. Returning from Leave: All workers who take any leave under this emergency provision will return with the same rate of pay and classification.

D. Working during the emergency

1. During the emergency, the Company will:

(a) 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 if available and;

(b) 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 seriously considering changing schedules, or temporarily transferring workers to stores or facilities closer to their homes.

E. 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.

Employer Signature: _____

Union Signature: _____

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 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 in accordance with the terms and conditions of their approved leave of absence or who continue working during such an emergency, including but not limited to all health and welfare benefits, retirement 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. 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.

F. Safety and Health

1. Employer-Union Cooperation: 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 have had sufficient discussion on its terms and conditions.

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 it only after the Company and the Union have had sufficient discussion on its terms and conditions. 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.

Employer Signature: _____

Union Signature: _____

(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.

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 notify the Union and all workers as soon as practically possible 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

Employer Signature: _____

Union Signature: _____

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.

Employer Signature:

Union Signature:

Extend LOU #6: The Union will agree to extend the dates on the LOU to the new expiration date.

New LOU- Sunsets at expiration

Tuesday will remain outside the work week for prime-time part-time. Should the Employer be unable to fill all required hours on a Tuesday with regular part-time employees when writing the schedule, the hours shall be posted for regular part-time employees to bid on. If those hours are not claimed by a regular part-time employee, the hours will be posted for Prime-time employees to bid on. If no Prime-time employee bids on the open hours, the hours shall be assigned to a regular part-timer by inverse seniority. In the event a Prime-time employee is awarded hours for a Tuesday shift, the Union will be notified.

Prime-time employees shall have their classification noted on their posted schedules.

Employer Signature: _____

Union Signature: _____

	4/8/24	4/14/25	
FT TOP/OVERSCALE	\$2.50	\$2.00	
PT TOP/OVERSCALE	\$2.00	\$1.50	
UTILITY TOP/OVERSCALE	\$2.00	\$1.50	
DEPARTMENT MANAGERS	4/8/24	4/14/25	
	\$34.02	\$36.02	
FT JOURNEYMEN	4/8/24	4/14/25	
	\$32.35	\$34.35	
FT APPRENTICES	4/8/24	4/14/25	
Grade 1	\$23.28	\$23.28	
Grade 2	\$23.78	\$23.78	
Grade 3	\$24.28	\$24.28	
Grade 4	\$24.78	\$24.78	
Grade 5	\$26.70	\$26.70	
Grade 6	\$27.35	\$27.35	
Grade 7	\$32.35	\$34.35	
FT WRAPPERS -	4/8/24	4/14/25	
	\$30.54	\$32.54	
FT WRAPPERS -	4/8/24	4/14/25	
Grade 1	\$17.23	\$17.23	
Grade 2	\$18.23	\$18.23	
Grade 3	\$19.23	\$19.23	
Grade 4	\$22.28	\$22.28	Only applies to those promoted/hired into classification post-2022 ratification
Grade 5	\$28.43	\$30.43	
FT SENIOR RETAIL SPECIALIST	4/8/24	4/14/25	
	\$30.83	\$32.83	
FT UNVERSAL	4/8/24	4/14/25	
Grade 1	\$18.50	\$18.50	
Grade 2	\$19.50	\$19.50	
Grade 3	\$20.50	\$20.50	
Grade 4	\$21.97	\$21.97	Only applies to those promoted/hired into classification post-2022 ratification
Grade 5	\$23.43	\$23.43	Only applies to those promoted/hired into classification post-2022 ratification
Grade 6	\$24.93	\$24.93	Only applies to those promoted/hired into classification post-April 7, 2024
Grade 7	\$26.43	\$26.43	Only applies to those promoted/hired into classification post-April 7, 2024
Grade 8	-	\$27.93	Only applies to those promoted/hired into classification post-April 7, 2024
Grade 9	\$28.43	\$30.43	
FT MAINTENANCE	4/8/24	4/14/25	
Grade 1	\$14.25	\$14.25	
Grade 2	\$16.25	\$16.25	Only applies to those promoted/hired into classification post-2022 ratification
Grade 3	\$18.25	\$18.25	Only applies to those promoted/hired into classification post-2022 ratification
Grade 4	\$20.25	\$20.25	Only applies to those promoted/hired into classification post-2022 ratification
Grade 5	\$22.25	\$22.25	Only applies to those promoted/hired into classification post-April 7, 2024
Grade 6	\$24.25	\$24.25	Only applies to those promoted/hired into classification post-April 7, 2024
Grade 7	\$26.28	\$28.28	

Employer Signature: _____

Union Signature: _____

PT REGULAR / PRIME TIME	4/8/24	4/14/25	
Grade-1	\$12.25	\$12.25	Eliminated as of April 7, 2024
Grade-2	\$12.75	\$12.75	Eliminated as of April 7, 2024
Grade-3	\$13.25	\$13.25	Eliminated as of April 7, 2024
Grade-4	\$13.75	\$13.75	Eliminated as of April 7, 2024
Grade 1	\$14.00	\$14.00	
Grade 2	\$14.25	\$14.25	
Grade 3	\$14.50	\$14.50	
Grade 4	\$14.75	\$14.75	
Grade 5	\$15.00	\$15.00	
Grade 6	\$15.25	\$15.25	
Grade 7	\$15.50	\$15.50	
Grade 8	\$15.75	\$15.75	
Grade 9	\$16.00	\$16.00	
Grade 10	\$16.25	\$16.25	
Grade 11	\$16.50	\$16.50	
Grade 12	\$16.75	\$16.75	
Grade 13	\$17.00	\$17.00	
Grade 14	\$17.25	\$17.25	
Grade 15	\$17.50	\$17.50	
Grade 16	\$17.75	\$17.75	
Grade 17	\$18.00	\$18.00	
Grade 18	\$18.25	\$18.25	
Grade 19	\$18.50	\$18.50	
Grade 20	\$18.75	\$18.75	
Grade 21	\$19.00	\$19.00	
Grade 22	\$19.25	\$19.25	
Grade 23	\$19.50	\$19.50	
Grade 24	\$19.75	\$19.75	
Grade 25	\$20.40	\$20.00	
Grade 26	-	\$20.25	
Grade 27	-	\$20.50	
Grade 28	-	\$20.75	
Grade 29	-	\$21.00	
Grade 30	-	\$21.90	

Part-time employees hired/promoted on or before April 7, 2024 will go up three (3) grade progressions every six months during the term of this agreement.

Part-time employees hired/promoted after April 7, 2024 will go up two (2) grade progressions every six months during the term of this agreement.

Top of Scale Regular Part-time and Prime-time will receive \$2.00 increase in April 2024 and \$1.50 increase in April 2025.

PT UTILITY	4/8/24	4/14/25	
Grade 1	\$12.00	\$12.00	
Grade 2	\$12.25	\$12.25	
Grade 3	\$12.50	\$12.50	Only applies to those hired into classification post-2022 ratification
Grade 4	\$12.75	\$12.75	Only applies to those hired into classification post-2022 ratification
Grade 5	\$13.00	\$13.00	Only applies to those hired into classification post-2022 ratification
Grade 6	\$13.25	\$13.25	
Grade 7	\$13.50	\$13.50	
Grade 8	\$13.75	\$13.75	
Grade 9	\$14.00	\$14.00	Only applies to those hired into classification post-April 7, 2024
Grade 10	-	\$14.25	Only applies to those hired into classification post-April 7, 2024
Grade 11	-	\$14.50	Only applies to those hired into classification post-April 7, 2024
Grade 12	-	\$14.75	Only applies to those hired into classification post-April 7, 2024
Grade 13	-	\$15.00	Only applies to those hired into classification post-April 7, 2024
Grade 14	-	\$15.25	Only applies to those hired into classification post-April 7, 2024
Grade 15	-	\$15.50	Only applies to those hired into classification post-April 7, 2024
Grade 16	\$15.35	\$16.85	

Utility employees hired/promoted on or before April 7, 2024 will go up three (3) grade progressions every six months during the term of this agreement.

Utility employees hired/promoted after April 7, 2024 will go up two (2) grade progressions every six months during the term of this agreement.

Top of Scale Utility will receive \$2.00 increase in April 2024 and \$1.50 increase in April 2025.

HEALTH & WELFARE

Weekly Rates	Year 1 - Effective April 8, 2024	Year 2 - Effective April 14, 2025
FT-Health & Welfare	Employer \$234.98	Employer \$243.20
PT-Health & Welfare	Employer \$87.95	Employer \$91.03

Employer Signature: _____

Union Signature: _____

Health and Welfare

The Employer agrees to increase their premium share by 3.5% each year on 4/8/2024, and 4/14/2025. This increase will apply to both the part-time and Full-time Employer healthcare contribution rate.

ARTICLE 1
TERM OF AGREEMENT

This Agreement and any Addendums shall take effect upon Ratification and shall continue in full force and effect through ~~April 7, 2024~~ April 5th, 2026, and shall continue from year to year thereafter unless either party serves notice in writing upon the other party sixty (60) days prior to the expiration date of its desire to terminate, modify or amend provisions of this Agreement, at which time either party desiring a change shall notify the other party in writing of the specific paragraphs or articles they are desirous of changing so that negotiations may be started as early as possible during the sixty (60) day notice period. All attached Appendices are made a part hereof.

DATED THIS _____ DAY OF _____, ~~2022~~2024.

FOR THE EMPLOYER:
LUND FOOD HOLDINGS, INC.

FOR THE UNION:
UNITED FOOD AND COMMERCIAL
WORKERS UNION LOCAL NO. 1189

Casey Enevoldsen, Vice President Employee Experience

Jim Gleb, President

Brian Kopp, Vice President Retail Operations

Employer Signature: _____

Union Signature: _____