

**Cub Foods St. Paul Clerks & Meat  
Fully Recommended Tentative Agreement Subject to Ratification**

April 5, 2024

*Introductory Note: Cub Foods currently has two collective bargaining agreements with the Union covering specific stores within the jurisdiction of Local 1189. For purposes of bargaining, the CBAs will be referred to as the “Legacy Agreement” and the “Gold Agreement”. Further, the proposals below are intended to apply to both Agreements unless otherwise specified. The parties agree to work during the term of these agreements to merge the CBAs into one master contract.*

**Term of Agreement**

Two-year contract term:

**ARTICLE 26- TERM OF AGREEMENT**

This Agreement and any Addendums (as amended) shall take effect ~~June 13, 2024~~ **April 7, 2024**, and shall continue in full force and effect through ~~April 6, 2024~~ **April 4, 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.

**Minimum Wage**

Add language relating to minimum wage:

**Regular and Prime-Time Part Time Employees and Clean Team Employees shall receive not less than ten cents (\$.10) above federal state, city or county minimum wage, whichever is higher, during the term of this agreement.**

**Health and Welfare**

The following rates will apply during the term of the agreement:

	<b>Current Employer Contribution Rate (per week)</b>	<b>Effective 4/7/24 (9.38% increase)</b>	<b>Effective 4/6/25 (3.5% increase)</b>	<b>Employee Contribution Rate</b>
Full Time	\$214.82	\$234.98	\$243.20	\$20.00
Part Time	\$80.41	\$87.95	\$91.03	\$8.00

**VACATION**

Employer withdraws their PTO/ESST proposal and proposes the following modifications to Article 7 – Vacations.

**ARTICLE 7 – VACATIONS**

**SECTION 7.1: VACATION ALLOWANCE:**

- 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.

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- 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)~~ **fourteen (14)** 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)~~ **eighteen (18)** 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.

***New Section 7.5:***

**Section 7.5: Minnesota Earned Sick and Safe Time**

**Pursuant to the Employer's Sick and Safe Policy on the Minnesota Earned Sick and Safe Time Act ("Act"), up to forty-eight (48) hours of an employee's available vacation and/or personal/floating holidays may be used as eligible Earned Sick and Safe Time (ESST) for permissible purposes defined under the Act. Employees entitled to fewer than 48 hours of frontloaded vacation and/or personal/floating holidays, will accrue time off for ESST purposes in accordance with the Employer's policies on the Act, provided such policies do not reduce time off available to Employees during the term of this Agreement.**

**MN Paid Family Leave**

Add new language relating to new MN Paid Family Leave law, which goes into effect on January 1, 2026.

**SECTION 8.7: MINNESOTA PAID FAMILY AND MEDICAL LEAVE**

**Paid Family and Medical Leave. The Minnesota Department of Employment and Economic Development ("DEED") determines eligibility for Minnesota Paid Family and Medical Leave ("PFML") benefits. Paid Leave premiums will be collected starting January 1, 2026, with benefits available to employees that same date. Starting January 1, 2026, the Employer will deduct from Employees' pay 50% of the premium DEED charges to employers up to any statutory cap on employee premiums. The Employer will pay any remainder of the premium. For example, if in 2026 the PFML premium is zero point seven percent (0.7%) of each employee's taxable wages and the cost may be shared on a 50/50 basis, the Employer and Employees will pay the PFML premium as follows: (1) zero point thirty-five percent (0.35%) will be paid by employees (the Employer will withhold this amount from each employee's paycheck), and (2) zero point thirty-five percent (0.35%) will be paid by the Employer.**

SECTION 8.78: S.P.U.R. (Special Project Union Representative):

The Employer agrees that it will provide a leave of absence for a period of time, not to exceed one (1) year, for an employee requested by the Union to assist the UFCW International or the Local for temporary work as a Union Representative. The Union will provide a two week minimum notice to the Employer. It is understood that the Union would make any contributions necessary to continue the employee's participation in Health or Pension programs as provided by the Agreement during this leave of absence. The Employer would provide this leave without loss of seniority; however, a Department Head may not return to a Department Head position.

**Retirement Plan**

Remove language relating to former retirement plans.

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**Harassment**

Add new article as follows:

**X.X. Harassment: The Employer maintains an Equal Employment Opportunity, Harassment, and Discrimination Policy which does not permit harassment in the workplace. The Employer and Union acknowledge that no one at the workplace, including managers, supervisors, workers or third-parties such as vendors, consultants and independent contractors, may act in violation of the Policy. Examples of harassment are set forth in the Policy. The Employer provides periodic training for employees concerning the Policy and will provide the Union with a copy of the current Policy upon request by the Union.**

**In addition to the examples set forth in the policy, the following may constitute 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.**

**Dangerous Emergencies**

Add new article as follows:

**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. The company has policies that workers should follow to protect themselves and co-workers during dangerous emergencies.**
- D. The company will train Managers, Assistant Managers, Department Heads, MODs and FES/CSM on policies regarding 'dangerous emergencies.'**

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- E. The company will comply with federal, state, and local laws and regulations, including but not limited to OSHA, regarding entrances and exit routes to the stores.
- F. The company agrees not to reopen any store where a dangerous emergency occurred until any necessary repairs, in the company's discretion, have been made to return the store to good working order.
- G. The company will offer returning workers their previous positions, wage rates, and benefits.
- H. The company will transfer workers who choose not to return to their store to openings in other stores. The company will consider the individual circumstances of the employee being transferred, including where the employee lives. The company will exercise reasonable 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, PTO, holidays and benefits (including health and welfare and retirement benefits) as those the workers received at their prior store.
- I. There shall be in each store a safety and security captain and an alternate from the bargaining unit, mutually agreed by the Union and Employer. On a quarterly basis, each of the safety and security captains and/or alternates in a district shall collectively meet on paid time (during a regularly scheduled shift) with representatives of management and the Union to discuss health, safety and security conditions in the stores. Virtual meeting options will be provided by the Employer as appropriate. The safety and security captains and/or alternates will make recommendations in the area of safety, health and security, discuss employee complaints, and distribute information concerning safety, health and security. The participants in these meetings shall mutually identify and agree on training and/or experts helpful to the committee. Meetings shall be held the [first/second/third/fourth] [day of week] of the [first/second/third] month of each calendar quarter. The Employer will post in the employee break area the contact person for incident reporting. At each meeting, the Employer shall provide a summary of safety, health and security matters for the prior quarter.

**Other Emergencies**

Add new article as follows:

**NEW ARTICLE – DISASTERS, PANDEMICS AND OTHER EMERGENCIES**

A. Public Health Emergencies, Catastrophic Emergencies, and Natural Disasters (“Emergency Provision”) Should a Federal, state or local government announce or declare a public health emergency, catastrophic emergency or natural disaster in an area where a store is located and/or affected, 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 Upon request by either the Company or the Union, within fourteen (14) calendar days of the declaration of a public health emergency, or seven (7) days of a catastrophic emergency or natural disaster, representatives of the Company and the Union shall meet to discuss the health, safety and security implications for employees.

C. Leave During the emergency, employees have the right to use any available leave (including leave in this Agreement or leave provided by Federal, state or local law) that they are

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eligible for to address any effect of the emergency, provided that employees request and are approved for such leave in accordance with any applicable provisions in this Agreement, company policies and procedures, and Federal, state or local laws and regulations.

D. Safety and Health The Company will work with Federal, State, and Local recommendations to ensure employees are safe. Upon request, the Company will meet and discuss these safety measures with the union.

E. Personal Protective Equipment The Company will review the appropriateness of Personal Protective Equipment ("PPE") and, to the extent PPE use is mandated by the Company, it will provide the PPE at no cost to employees.

**Minimum Scheduled Hours**

Revise Section 2.7 as follows:

**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)~~ **eighteen (18)** hours per week [twelve (12) hours for a prime-time employee] 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)~~ **twenty-eight (28)** hours or more per week. A senior regular part-time employee may choose to be scheduled for less than ~~twenty-six (26)~~ **twenty-eight (28)** hours by written request to the store manager. The employee may not rescind their election for a period of three (3) months, except upon mutual agreement with the employer.

**Manager on Duty**

Add new Section 6.11 as follows:

**SECTION 6.11 Manager on Duty:**

Part time employees duly designated by management as a Manager on Duty, when the Store Director or Assistant Store Director are not scheduled to work, and who have completed the employer's Manager on Duty Training Class shall receive 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.

**Holiday Sign-Up (new Section 5.1(C)(4))**

4) Volunteer Holiday Sign-up Sheets: Sign-up sheets shall be posted near the timeclock for employees volunteering to work on Easter and all other holidays at least forty (40) days before the affected schedule is posted. Such sign-up sheets shall remain posted until the Monday prior to the affected schedule being posted.

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**Work Schedules (Section 2.6(A))**

A. Posting Schedules: Schedules for all employees will be posted in each store by Friday noon for the following two (2) work weeks; 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.

**A monthly report listing employees by prime-time and seniority status will be posted next to the schedule.**

**Uniforms and Equipment (Section 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 shall be provided by the Employer except for white shirts.

**The Employer shall provide one (1) appropriately sized uniform to new employees upon hire, and a second appropriately sized uniform to new employees within their first three (3) shifts of work. Employer will replace uniforms when they require replacement due to ordinary wear and tear, all at the Employer's cost. If the Employer is unable to provide an appropriately sized replacement uniform within ten (10) days, the employee may be granted permission to temporarily wear a plain grey or black collared shirt with a company-provided button until the replacement shirt arrives.**

**Inclement Weather (Section 2.11)**

**Section 2.11: Inclement Weather: No attendance steps will be given when a "No Travel Advisory" is issued by the Department of Transportation for either the store's location or the employee's home location so long as the employee notifies the store prior to the start of their shift. Employer will also permit the use of any available paid benefit time so long as the employee notifies the store prior to the start of their shift and upon return to work, fills out the relevant documentation to utilize paid benefit time off.**

**Election Day**

**Election Day: The Company and the Union encourage all eligible members to vote. The Company will follow all State and Federal laws regarding time off and pay.**

**Front-End Staffing (Article 9(C))**

**C. Stores that are open to the public between the hours of 10pm and 5am must maintain a minimum staffing level of two (2) employees (which may include third party personnel) on the front-end operations for any hours the store is open from 10pm to 5am. This requirement is in recognition of the employer's continued efforts to provide a safe and healthy work environment for all employees.**

**Discrimination (Article 18(A))**

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 **race, color, religion, creed, sex (including pregnancy, sexual orientation, gender, gender expression, or gender identity), national origin, ancestry, physical or mental disability, medical condition, age, genetic information (including family**

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medical history), marital status, veteran or military status, or any other characteristic protected by applicable law.

**Drug and Alcohol Testing (Article 25)**

A. The Company and Union intend to comply with all current or future legal requirements set forth in Minnesota Statute 181.950 – 181.957. The Company may neither administer nor require any worker to submit to a test for drugs, cannabis or alcohol without reasonable suspicion. The parties agree that reasonable suspicion 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 suspicion 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, or any other evidence permitted under applicable Minnesota law. The fact that a worker has been involved in an accident or has suffered an injury or illness does not by itself constitute reasonable suspicion.

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

D. The Company agrees to offer the worker who has tested positive for the first time and is subject to discipline a mutually agreeable substance abuse program. The worker shall attend and complete the program in a timely matter. The Union and Company agree to meet and confer regarding payment for any costs of the program not otherwise covered by health care coverage. The Company agrees that upon completion of the substance abuse program, the worker has the right to return to their prior position.

**Employee Transfer Between Stores (Article 4)**

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.
- B. The Employer will not transfer an employee as a means of discipline.
- C. The Employer shall consider the circumstances of the affected employee in making the transfer decision, including the following criteria: time and distance from the employee's home, the employee's current schedules, both work and personal, such as care for family members and the Employee's transportation capabilities.
- 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.
- 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.

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- G. G. Meat employees may be transferred between Cub Gold and Main Cub CBAs at the employer's discretion.
- H. The Employer will post in breakrooms the availability of an interest form to volunteer for transfer opportunities and will create a volunteer bank for future transfer considerations. Employees who volunteer on this list will be considered first for transfers that fit the employee's qualifications and preferred store locations.

**Meatcutter Apprentice Program**

The parties will execute two new LOAs relating to the UFCW Minnesota State Certified Meat Cutter Apprenticeship Program.

Letter of Agreement  
Between  
United Food and Commercial Workers Local No. 1189  
And  
UNFI Cub Foods and Cub Foods Gold

The employer agrees to enroll up to four (4) employees into the 2024 Spring Class of the UFCW Minnesota State Certified Meat Cutter Apprenticeship Program. Upon enrollment into the program the Meatcutter Apprentice shall be moved to the apprentice classification. Such employees shall be slotted into the wage scale at the wage rate closest to their current rate that does not result in a reduction to their current rate of pay.

Upon completion of the UFCW Minnesota State Certified Meat Cutter Apprenticeship Program, employees shall become Journeyman Meat Cutters, and receive the Journeyman rate of pay. If an employee withdraws or is dismissed from the UFCW Minnesota State Certified Meat Cutter Apprenticeship Program, they will be returned to their prior classification, with credit given for hours worked.

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Union Representative	Date	Employer Representative	Date
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Letter of Agreement  
Between  
United Food and Commercial Workers Local No. 1189  
And  
UNFI Cub Foods and Cub Foods Gold

During the term of the April 7, 2024 to April 4, 2026 Agreement, the employer agrees to enroll a minimum of four (4) employees in future classes following the Spring 2024 Class of the UFCW Minnesota State Certified Meat Cutter Apprenticeship Program, with timing and enrollment per class to be mutually agreed by Employer and Union. Upon enrollment into the program the Meatcutter Apprentice shall be moved to the apprentice classification. Such employees shall be slotted into the wage scale at the wage rate closest to their current rate that does not result in a reduction to their current rate of pay.

Upon completion of the UFCW Minnesota State Certified Meat Cutter Apprenticeship Program, employees shall become Journeyman Meat Cutters, and receive the Journeyman rate of pay. If an employee withdraws or is dismissed from the UFCW Minnesota State Certified Meat Cutter Apprenticeship Program, they will be returned to their prior classification, with credit given for hours worked.

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Union Representative	Date	Employer Representative	Date
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**Wages**

The following wage rates will apply during the term of the agreement:

**Cub St. Paul**

	Employees hired before Ratification			Employees hired on or after Ratification	
	Current	Effective 4/7/2024	Effective 4/6/2025	Effective 4/7/2024	Effective 4/6/2025
<b>Top and Overscale Increases</b>		\$2.10	\$1.90	\$2.10	\$1.90
<b>Assistant Manager/Head Stock</b>	\$29.22	\$31.32	\$33.22	\$31.32	\$33.22
<b>All Other (Non-Meat) Department Heads</b>	\$28.82	\$30.92	\$32.82	\$30.92	\$32.82
<b>Head Meat Cutter</b>	\$29.97	\$32.07	\$33.97	\$32.07	\$33.97
<b>Journeyman</b>	\$29.30	\$31.40	\$33.30	\$31.40	\$33.30
<b>Apprentices – Progression Increases</b>					
First 1040 Hours	\$18.75	\$18.75	\$18.75	\$20.00	\$20.00
1041-2080	\$20.00	\$20.00	\$20.00	\$21.25	\$21.25
2081-3120	\$21.25	\$21.25	\$21.25	\$22.50	\$22.50
3121-4160	\$22.75	\$22.75	\$22.75	\$24.00	\$24.00
4161+ (Current TOS)	\$29.30			NA	NA
4161-5200 (New)	Move to Hired After TOS	Move to Hired After TOS	Move to Hired After TOS	\$25.50	\$25.50
5201-6240 (New)	Move to Hired After TOS	Move to Hired After TOS	Move to Hired After TOS	\$27.00	\$27.00
6241+ (New, TOS)	Move to Hired After TOS	Move to Hired After TOS	Move to Hired After TOS	\$31.40	\$33.30
<b>Top and Overscale Increases</b>				\$2.10	\$1.90

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<b>Wrappers – Hired Before May 2, 1986</b>	\$27.49	\$29.59	\$31.49	\$29.59	\$31.49
<b>Senior Retail Specialist Employees</b>	\$27.78	\$29.88	\$31.78	\$29.88	\$31.78

Those in Progression on Ratification Date will continue through the Current Progression Schedule. However, if the starting "Hired After" Progression Rate is a higher hourly wage rate than the employee's wage rate as of the Ratification Date, then the employee will be moved to the next higher rate in the Current Progression Schedule that is higher than the starting rate in the Hired After Progression Schedule but will then continue through the remainder of the Current Progression Schedule.

**Wrappers After May 1, 1986 and Other Than Journeymen**

<b>Progression Increases</b>					
Start-1 Year	\$18.48	\$18.48	\$18.48	\$19.48	\$19.48
1-2 Years	\$19.48	\$19.48	\$19.48	\$20.48	\$20.48
2-3 Years	\$20.48	\$20.48	\$20.48	\$21.48	\$21.48
3+ Years (Current TOS)	\$24.83			NA	NA
3-4 Years (New)	Move to Hired After TOS	Move to Hired After TOS	Move to Hired After TOS	\$22.48	\$22.48
4+ (New)	Move to Hired After TOS	Move to Hired After TOS	Move to Hired After TOS	\$26.93	\$28.83
Top and Overscale Increases		\$2.10	\$1.90	\$2.10	\$1.90

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**Universal Employees**

<b>Progression Increases</b>				-		
0-6 Months	\$15.65	\$15.65	\$15.65		\$17.00	\$17.00
6-12 Months	\$16.65	\$16.65	\$16.65		\$18.00	\$18.00
1-2 Years	\$17.65	\$17.65	\$17.65		\$19.00	\$19.00
2-3 Years	\$18.65	\$18.65	\$18.65		\$20.00	\$20.00
3-4 Years	\$19.65	\$19.65	\$19.65		\$21.00	\$21.00
4-5 Years	\$20.65	\$20.65	\$20.65		\$22.00	\$22.00
5-6 Years	\$21.65	\$21.65	\$21.65		\$23.00	\$23.00
6+ Years (TOS)	\$25.38	\$27.48	\$29.38		\$27.48	\$29.38
<b>Top and Overscale Increases</b>		\$2.10	\$1.90		\$2.10	\$1.90

**Full-Time Maintenance**

<b>Progression Increases</b>						
0-6 Months	\$12.30	\$12.30	\$12.30		\$13.80	\$13.80
6-12 Months	\$12.80	\$12.80	\$12.80		\$14.30	\$14.30
1-2 Years	\$14.05	\$14.05	\$14.05		\$15.55	\$15.55
2-3 Years	\$15.30	\$15.30	\$15.30		\$16.80	\$16.80
3-4 Years	\$16.55	\$16.55	\$16.55		\$18.05	\$18.05
4-5 Years	\$17.80	\$17.80	\$17.80		\$19.30	\$19.30
5+ Years (TOS)	\$23.23	\$25.33	\$27.23		\$25.33	\$27.23
<b>Top and Overscale Increases</b>		\$2.10	\$1.90		\$2.10	\$1.90

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**Clean Team/Utility/Courtesy Clerks**

Progression Increases						
Hire	\$11.25	\$11.25	\$11.25	-	\$12.75	\$12.75
After 30 Days	\$11.50	\$11.50	\$11.50		\$13.00	\$13.00
6 Months	\$11.65	\$11.65	\$11.65		\$13.15	\$13.15
18 Months	\$11.85	\$11.85	\$11.85		\$13.35	\$13.35
24 Months	\$12.05	\$12.05	\$12.05		\$13.55	\$13.55
30 Months	\$12.30	\$12.30	\$12.30		\$13.80	\$13.80
36 Months	\$12.35	\$12.35	\$12.35		\$13.85	\$13.85
48 Months (TOS)	13.55	\$14.90	\$16.25		\$14.90	\$16.25
Top and Overscale Increases		\$1.35	\$1.35		\$1.35	\$1.35

**Regular and Part-Time and Prime-Time**

Progression Increases						
Hire-500	\$12.25	\$12.25	\$12.25		\$13.75	\$13.75
Next 520	\$12.50	\$12.50	\$12.50		\$14.00	\$14.00
Next 520	\$12.75	\$12.75	\$12.75		\$14.25	\$14.25
Next 520	\$13.25	\$13.25	\$13.25		\$14.75	\$14.75
Next 520	\$13.50	\$13.50	\$13.50		\$15.00	\$15.00
Next 520	\$13.75	\$13.75	\$13.75		\$15.25	\$15.25
Next 520	\$14.25	\$14.25	\$14.25		\$15.75	\$15.75
Next 520	\$14.75	\$14.75	\$14.75		\$16.25	\$16.25
Next 520	\$15.25	\$15.25	\$15.25		\$16.75	\$16.75
Next 520	\$15.75	\$15.75	\$15.75		\$17.25	\$17.25
Next 520 (New)		\$17.25	\$17.25		\$17.75	\$17.75
Next 520 (New)		\$18.25	\$18.25		\$18.25	\$18.25
Top Rate	\$17.95	\$19.30	\$20.65		\$19.30	\$20.65
Top and Overscale Increases		\$1.35	\$1.35		\$1.35	\$1.35

The Employer agrees that promotion opportunities for regular full-time positions shall not hereafter be limited to vacancies in full-time maintenance jobs. Full-time maintenance positions shall count as regular full-time positions for purposes of ratio compliance.

**Implementation of Wages and Premiums:** The Employer shall update the wages and premiums in its payroll system as soon as reasonably practicable after ratification, with the new wage rates and premiums to be live for the payroll period commencing three weeks after ratification. Retro wages and premiums shall then be paid as soon as reasonably practicable, but no later than May 31, 2024.