

**INDEX**  
**UNITED FOOD AND COMMERCIAL WORKERS UNION LOCAL #1189 and**  
**Lund Food Holdings, Inc. Contract**  
**April 8, 2024 through April 5, 2026**

Contents

<b>ARTICLES OF AGREEMENT .....</b>	<b>5</b>
<b>ARTICLE 1 UNION SECURITY .....</b>	<b>5</b>
<b>SECTION 1.1: RECOGNITION:.....</b>	<b>5</b>
<b>SECTION 1.2: UNION SHOP:.....</b>	<b>6</b>
<b>SECTION 1.3: OTHER AGREEMENTS: .....</b>	<b>6</b>
<b>SECTION 1.4: DUES CHECKOFF:.....</b>	<b>6</b>
<b>SECTION 1.5: JURISDICTION:.....</b>	<b>7</b>
<b>SECTION 1.6: GENDER NEUTRAL LANGUAGE .....</b>	<b>8</b>
<b>ARTICLE 2 WAGES, HOURS AND WORKING CONDITIONS .....</b>	<b>8</b>
<b>SECTION 2.1: WAGE RATES:.....</b>	<b>8</b>
<b>SECTION 2.2: WORK WEEK/WORK DAY: .....</b>	<b>8</b>
<b>SECTION 2.3: SUNDAY WORK: .....</b>	<b>9</b>
<b>SECTION 2.4: OVERTIME PAY: .....</b>	<b>10</b>
<b>SECTION 2.5: TEMPORARY REPLACEMENT OF DEPARTMENT HEADS:.....</b>	<b>11</b>
<b>SECTION 2.6: WORK SCHEDULES:.....</b>	<b>11</b>
<b>SECTION 2.7: MINIMUM SCHEDULED HOURS:.....</b>	<b>12</b>
<b>SECTION 2.8: MINIMUM CALL-IN:.....</b>	<b>13</b>
<b>SECTION 2.9: SPLIT SHIFTS: .....</b>	<b>13</b>
<b>SECTION 2.10: EMPLOYEE BREAK TIME: .....</b>	<b>13</b>
<b>SECTION 2.11: OTHER WORKING CONDITIONS: .....</b>	<b>14</b>
<b>SECTION 2.12: WAGE-HOUR LAW COMPLIANCE:.....</b>	<b>15</b>
<b>ARTICLE 3 FULL-TIME/PART-TIME RATIOS .....</b>	<b>15</b>
<b>ARTICLE 4 SENIORITY.....</b>	<b>15</b>
<b>SECTION 4.1: DEFINITION OF SENIORITY:.....</b>	<b>15</b>
<b>SECTION 4.2: APPLICATION OF SENIORITY:.....</b>	<b>16</b>
<b>SECTION 4.3: EMPLOYEE TRANSFER: .....</b>	<b>18</b>
<b>SECTION 4.4: TERMINATION OF SENIORITY: .....</b>	<b>18</b>
<b>ARTICLE 5 HOLIDAYS.....</b>	<b>19</b>
<b>SECTION 5.1: HOLIDAYS DEFINED:.....</b>	<b>19</b>
<b>SECTION 5.2: COMPUTATION OF HOLIDAY PAY: .....</b>	<b>21</b>

SECTION 5.3: HOLIDAY WORK WEEK: .....	21
ARTICLE 6 DEFINITIONS .....	21
SECTION 6.1: FULL-TIME: .....	21
SECTION 6.2: PART-TIME: .....	22
SECTION 6.3: UTILITY: .....	22
SECTION 6.4: FULL-TIME MAINTENANCE:.....	23
SECTION 6.5: PRIME-TIME:.....	23
SECTION 6.6: OTHER THAN JOURNEYMAN:.....	23
ARTICLE 7 PAID TIME OFF (PTO).....	24
SECTION 7.1: PTO ALLOWANCE: .....	24
SECTION 7.2: COMPUTATION OF PAID TIME OFF PAY:.....	24
SECTION 7.3: TERMINATION OF EMPLOYMENT: .....	25
SECTION 7.4: PTO SCHEDULING:.....	25
SECTION 7.5: PTO PAY: .....	26
SECTION 7.6: LUNDS & BYERLYS FAMILY ASSISTANCE FUND:.....	26
SECTION 7.7: PANDEMIC LANGUAGE:.....	26
SECTION 7.8: EARNED SICK AND SAFE TIME (ESST).....	26
ARTICLE 8 LEAVE OF ABSENCE .....	27
SECTION 8.1: PERSONAL LEAVE OF ABSENCE: .....	27
SECTION 8.2: ACCIDENT, INJURY, PREGNANCY, OR SICKNESS: .....	27
SECTION 8.3: BEREAVEMENT LEAVE:.....	27
SECTION 8.4: JURY DUTY:.....	28
SECTION 8.5: MILITARY SERVICE: .....	28
SECTION 8.6: FAMILY AND MEDICAL LEAVE ACT: .....	28
SECTION 8.7: S.P.U.R. (Special Project Union Representative): .....	28
SECTION 8.8: VICTIM OR WITNESS LEAVE:.....	28
ARTICLE 9 HEALTH AND SAFETY .....	29
SECTION 9.1: HEALTH AND SAFETY CONDITIONS:.....	29
SECTION 9.2: WORKERS COMPENSATION:.....	30
SECTION 9.3: TEMPERATURE REGULATIONS COMPLIANCE.....	30
SECTION 9.4: FIRST AID KITS .....	30
ARTICLE 10 DISCHARGE .....	30
ARTICLE 11 PICKETING .....	31
ARTICLE 12 STRIKE-LOCKOUT .....	31
ARTICLE 13 UNION-EMPLOYER COOPERATION .....	31

SECTION 13.1: UNION STORE CARD: .....	31
SECTION 13.2: STORE VISITATION: .....	32
SECTION 13.3: LABOR MANAGEMENT COMMITTEE:.....	32
SECTION 13.4: FURNISH HELP:.....	32
SECTION 13.5: UNION MEMBERSHIP AND EMPLOYERS:.....	32
SECTION 13.6: SHOP STEWARDS:.....	32
SECTION 13.7: BULLETIN BOARD:.....	32
SECTION 13.8: BARGAINING COMMITTEE MEMBERS:.....	32
 ARTICLE 14 VIOLATIONS OF AGREEMENT .....	 33
 ARTICLE 15 GRIEVANCE AND ARBITRATION .....	 33
SECTION 15.1: GRIEVANCE: .....	33
SECTION 15.2: MEDIATION:.....	34
SECTION 15.3: ARBITRATION: .....	34
SECTION 15.4: LIMITATIONS ON ARBITRATOR: .....	35
SECTION 15.5: TIME LIMITS:.....	35
 ARTICLE 16 SHELF STOCKING.....	 35
 ARTICLE 17 AUTOMATION.....	 36
 ARTICLE 18 LEGAL ISSUES.....	 37
 ARTICLE 19 HEALTH CARE PLAN.....	 38
SECTION 19.1: .....	38
SECTION 19.2: .....	39
SECTION 19.3: .....	39
SECTION 19.4: .....	40
SECTION 19.5: .....	40
 ARTICLE 20 RETIREMENT PLANS.....	 40
SECTION 20.1: EMPLOYER'S COMPLETE WITHDRAWAL FROM MULTIEMPLOYER DEFINED BENEFIT PENSION PLANS .....	40
SECTION 20.2: DEFINED CONTRIBUTION PLAN: .....	40
 ARTICLE 21 PAID TIME OFF RELIEF AND SUMMER WAIVER PERIOD, EMERGENCY WAIVER.....	 41
 ARTICLE 22 MANAGEMENT RIGHTS.....	 43
 ARTICLE 23 SUCCESSOR .....	 43
 ARTICLE 24 DRUG AND ALCOHOL TESTING.....	 43

<b>ARTICLE 25 SHOOTINGS AND OTHER DANGEROUS EMERGENCIES AT STORES.....</b>	<b>44</b>
<b>ARTICLE 26 DISASTERS, PANDEMICS AND OTHER EMERGENCIES.....</b>	<b>45</b>
<b>ARTICLE 27 TERM OF AGREEMENT.....</b>	<b>50</b>
<b>APPENDIX "A" WAGE RATES.....</b>	<b>51</b>
<b>APPENDIX "B" GROCERY DEPARTMENT ADDENDUM.....</b>	<b>54</b>
<b>APPENDIX "C" STORE CLOSING.....</b>	<b>55</b>
<b>APPENDIX "D" MEAT DEPARTMENT LETTER OF UNDERSTANDING BY AND BETWEEN THE PARTIES TO THIS AGREEMENT .....</b>	<b>57</b>
<b>APPENDIX "E" MEAT DEPARTMENT LETTER OF UNDERSTANDING BY AND BETWEEN THE PARTIES TO THIS AGREEMENT .....</b>	<b>58</b>
<b>LETTER OF AGREEMENT #1.....</b>	<b>59</b>
<b>LETTER OF AGREEMENT #2 SMALL STORES .....</b>	<b>60</b>
<b>LETTER OF AGREEMENT #3 UTILITY CLASSIFICATION .....</b>	<b>61</b>
<b>LETTER OF AGREEMENT #4 PRIME TIME PART-TIME.....</b>	<b>62</b>

UNITED FOOD AND COMMERCIAL WORKERS UNION LOCAL #1189 and  
Lund Food Holdings, Inc. Contract  
April 8, 2024 through April 5, 2026

**ARTICLES OF AGREEMENT**

THIS AGREEMENT is entered into by and between the UNITED FOOD AND COMMERCIAL WORKERS UNION LOCAL NO. 1189, of St. Paul, Minnesota and vicinity, chartered by the United Food and Commercial Workers International Union, AFL-CIO-CLC hereinafter referred to as the "Union" and Lund Food Holdings, Inc., hereinafter referred to as the "Employer."

**ARTICLE 1**  
**UNION SECURITY**

**SECTION 1.1: RECOGNITION:**

A. The Union is recognized as the exclusive bargaining representative of the unit consisting of Full-Time and Part-Time employees in the grocery and produce departments, and Head Meat Cutters, Journeyman Meat Cutters, Journeyman Counter Salesmen, Apprentices, Wrappers, and Other Than Journeyman Employees, 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. In stores with more than one hundred (100) UFCW Local 1189 bargaining unit employees, the Employer will be allowed to have up to three (3) employees per store who are supervisory in nature and outside the bargaining unit, including Store Managers, who may perform all bargaining unit work, including the cutting of meat. In stores with less than one hundred UFCW Local 1189 bargaining unit employees, the Employer will be allowed to have up to two (2) employees per store who are supervisory in nature and outside the bargaining unit, including Store Managers, who may perform all bargaining unit work, including the cutting of meat.

B. "THE ST. PAUL METROPOLITAN AREA AND VICINITY" shall be understood to comprise an area enclosed by the following boundaries (where roads or rivers are involved, it shall be understood that the boundary shall lie at the center of the road and center of the river respectively); using the 1971 official highway map of Minnesota, issued by the Minnesota Department of Highways and starting at the northwest corner, which is a point caused by the intersection of Anoka County Road #14 and Lexington Avenue (East of Johnsonville), the Western boundary goes south from that point following Lexington Avenue to Interstate Highway #35W, thence on #35W to the Minneapolis-St. Paul border (as shown on the map), thence follow the border line to the Mississippi River and the Mississippi River to the south end of the Mendota Bridge, and from that point on a straight line to a point lying one mile due east of Rosemount. The Southern boundary shall lie on a straight line from the point lying one-mile due east of Rosemount to a point on the St. Croix River lying two miles south of Hastings. The Northern boundary shall extend from the northwest corner, described above, and lies on a line

going due east to the St. Croix River. The Eastern boundary shall follow the St. Croix River from the northeast point to the southeast point.

**SECTION 1.2: UNION SHOP:**

A. It shall be a condition of employment that all employees of the Employer covered by this Agreement who are members of the Union in good standing on the effective date of this Agreement shall remain members in good standing and those who are not members on the effective date of this Agreement shall, on the thirty-first (31st) day following the effective date of this Agreement, become and remain members in good standing in the Union. It shall also be a condition of employment that all employees covered by this Agreement and hired on or after its effective date shall, on the thirty-first (31st) day following the beginning of such employment become and remain members in good standing in the Union.

B. "In good standing," for the purposes of this Agreement between this Union and this Employer, is defined to mean the payment of a standard initiation fee or a standard reinstatement fee, if applicable, and standard monthly dues as applies uniformly to all employees covered by this Agreement.

C. Orientation: The Employer will allow a representative of the Union or a steward, who is on duty, fifteen (15) minutes of paid time with new employees during the Employer's scheduled orientation to reinforce the (company paid) employee benefits provided through the collective bargaining agreement (CBA) with the Union, and to review other CBA and Union matters. When this is not possible, the Union Representative will be allowed to schedule a visit by mutual agreement with store management when the new hire is on the schedule if they have not yet met with a Union Representative.

**SECTION 1.3: OTHER AGREEMENTS:**

No employee shall be asked or permitted to make any written or verbal agreement that will conflict with this Agreement.

**SECTION 1.4: DUES CHECKOFF:**

A. Collection:

1) The Employer agrees to deduct Union dues and initiation fees from the wages of employees in the bargaining unit who voluntarily provide the Employer with a written authorization which shall not be irrevocable for a period of more than one (1) year, or beyond the termination date of this Agreement, whichever occurs sooner. Such deduction will be made by the Employer from the wages of the employees during each calendar month and will be transmitted to the Union. In the event that no wages are due the employee, or that they are insufficient to cover the required deduction, the necessary deduction shall be made from the employee's wages in the immediate following month at the time which is the usual and customary time for dues and initiation fees deductions. Said amount will thereupon be transmitted to the Union. Together with the transmittal of deductions referred to above, the Employer shall furnish the Union with a list of the employees for whom deductions were made.

2) The Union agrees to refund promptly any dues found to have been improperly deducted and transmitted to the Union and to furnish the Employer with a record of such refund.

B. Application Forms: The Employer will collect and forward membership application forms for new hires on behalf of the Union.

C. Active Ballot Club: The Employer will deduct contributions to the UFCW Active Ballot Club from the wages of any employee who voluntarily provides the Employer with a written authorization. The Employer will send all such deductions to the Union. The Employer is not responsible for the management or administration of the Club or decisions on Club expenditures.

### **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) 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 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 April 8, 2024 shall not be scheduled past 6:00 p.m. unless by mutual agreement.

**SECTION 1.6: GENDER NEUTRAL LANGUAGE**

It is the intent of the parties to use gender neutral language throughout this collective bargaining agreement.

**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.

B. Past Experience:

1) An employee shall receive full credit for past experience provided that employee returns to work for the same company and into the same classification. The employee will receive credit for all past hours and will be placed at the appropriate corresponding wage rate and will progress from there.

2) When an employee is hired from a different Employer or is being promoted from Part-Time to Full-Time, that employee shall be allowed to negotiate with the Company to determine what past experience, if any, will be credited for wage purposes. Where a rate is established that is higher than the starting rate, after the employee works 2,080 hours, the employee will receive credit for the minimum number of hours corresponding to that wage rate and will progress from there.

3) A Part-Time employee who is promoted from a position where the Part-Time wage that is higher than the entry level wage rate for the new position or classification will be paid the nearest higher wage rate and will receive credit for the minimum number of hours corresponding to that wage rate and will progress from there.

**SECTION 2.2: WORK WEEK/WORK DAY:**

A. Basic Work Week: The basic work week shall be forty (40) hours worked over the course of five (5) days. Eight (8) hours shall constitute the basic workday. Daily hours shall be consecutive, subject to other provisions in the Agreement.

1) The basic work week will be Monday through Saturday. Time worked on Sunday and holidays shall be outside of the basic work week for:

a) All Senior Retail Specialists and Department Heads hired or promoted from Part-Time before March 9, 2008.

b) All Journeymen, Wrappers, and Other Than Journeymen



2) Except as otherwise provided in this Agreement, the basic work week for all other employees is Monday through Sunday, excluding hours worked on holidays.

3) No employee shall be required to work on the sixth (6th) day of the work week.

A. Four Ten-Hour-Days Work Week: Employees whose work week consists of four ten-hour days with two consecutive days off will be allowed to continue to work that schedule. During a holiday week, if it is necessary to reschedule an employee on a four ten-hour-days schedule to a five eight-hour-days schedule, such employee will receive ten (10) hours holiday pay at straight time if otherwise qualified.

B. Flexible Forty-Hour Work Week: On an individual basis, employees may elect to work "flexible schedules" where overtime is paid after forty (40) hours of work. The request may be initiated by either the employee or the Employer and must be made in writing, and must be by mutual agreement.

C. Scheduling Option: All Journeymen and Wrappers whose basic work week is Monday through Saturday and who have Sunday hours guaranteed under 2.3.C above shall have the option of working five (5) days, including Sunday at one and one-half (1-1/2) times their straight time rate of pay, with two consecutive days off during the week, or working six days. The Employer will use its best efforts to schedule based on such employee elections and the employer's ability to schedule employees as needed to ensure adequate staffing and coverage. Employees will make their scheduling elections four (4) times each year, to be effective for three (3) month periods.

### **SECTION 2.3: SUNDAY WORK:**

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

B. Work on Sundays may be required for all employees with the exception of employees hired on or before March 15, 1971. No employee may be required to work more than forty-six (46) Sundays in a calendar year.

1) No less than one (1) Senior Retail Specialist employee shall be given the opportunity to work each Sunday the store is open for operation and they shall be guaranteed eight (8) hours of work or pay in lieu thereof. In the event Senior Retail Specialist employees do not wish to work, thereby leaving the Full-Time shifts unfilled, the employer will not be obligated to fill the vacant shift with a Part-Time Employee.

2) The Employer may not be required to guarantee eight (8) hours of work or pay in lieu thereof in a store where four (4) or less Senior Retail Specialist employees are employed in the grocery, produce, and frozen food department.

C. No Journeyman, Wrapper, or Senior Retail Specialist hired prior to March 9, 2008 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 that employee's historical Sunday Schedule.

D. After scheduling the guaranteed Sunday hours, all remaining Sunday work shall be rotated among qualified employees so as to distribute the Sunday work equally among volunteers. In the event there are not enough volunteers for Sunday work, the Employer has the right to schedule Sunday work to meet business needs subject to any other provisions in this Agreement.

E. Rates of pay for Sunday work shall be as follows:

- 1) Straight time rate of pay for:
  - a) All Senior Retail Specialists, Department Heads, and Full-Time Maintenance Employees hired or promoted from Part-Time after March 8, 2008.
  - b) Universal Employees,
  - c) Prime-Time Employees,
  - d) Part-Time Employees.
- 2) Straight-time rate of pay plus fifty cents (\$.50) per hour premium for:
  - a) Utility employees.
- 3) One and one-half (1-1/2) times the straight time rate of pay:
  - a) All Senior Retail Specialists, Department Heads, and Full-Time Maintenance Employees hired or promoted from Part-Time before March 9, 2008.
  - b) Journeymen, Wrappers, and Other Than Journeymen.

#### **SECTION 2.4: OVERTIME PAY:**

A. Regular Week:

1) Five Eight-Hour-Day Work Weeks: All work performed in excess of: a) forty (40) hours per week for full time employees; b) eight (8) hours per day or forty (40) hours per week for part-time employees, shall be paid for at one and one-half (1-1/2) the employee's straight time rate of pay, except as otherwise provided in this Agreement. Employees who are asked and agree to work unscheduled hours beyond the eight (8) hours will waive the daily overtime provision for hours worked up to nine (9) hours in a day. Any hours worked beyond nine (9) hours in a day must be by mutual agreement. The employee may adjust schedules later in the work week to avoid weekly overtime. Such adjustments will be initiated by the Employer. The Employer will have the ability to send employees home if overtime is not authorized. After

(9) hours, the ability to waive incidental overtime in exchange for time off becomes void and overtime will be paid on all time worked after eight (8) hours.

2) Four Ten-Hour-Day Work Weeks: All work performed in excess of ten (10) hours per day or forty (40) hours per week shall be paid for at one and one-half (1-1/2) the employee's straight time rate of pay, except as otherwise provided in this Agreement. Employees who are asked and agree to work unscheduled hours beyond the ten (10) hours will waive the daily overtime provision for hours worked up to eleven (11) hours in a day. The employee may adjust schedules later in the work week to avoid weekly overtime. Such adjustments will be initiated by the Employer. The Employer will have the ability to send employees home if overtime is not authorized. After eleven (11) hours, the ability to waive incidental overtime in exchange for time off becomes void, and overtime will be paid on all time worked after ten (10) hours.

B. Holiday Work and Overtime: All Full-Time employees will receive one and one half (1 1/2) times their straight time rate of pay for hours worked after 6:00 p.m. on New Year's Eve, and hours worked on New Year's Day and Thanksgiving Day. Hours worked on an emergency basis while the store is closed on Easter and/or Christmas shall be paid for at one and one-half (1-1/2) times the employee's straight time rate of pay.

C. Work Between 12:00 a.m.-5:00 a.m.: All work performed by Journeymen, Wrappers, and Other Than Journeymen after 12:00 a.m. or before 5:00 a.m. shall be paid for at one and one-half (1-1/2) times their straight time rate of pay.

D. Sixth Day: One and one-half (1-1/2) times the straight time rate of pay shall be paid to all Full-Time employees for all work performed on the sixth (6th) day of a basic work week and the fifth (5th) day of a holiday week where the holiday is not worked by the employee.

E. No Pyramiding: There shall be no pyramiding or duplicating of overtime payments and/or premium time pay on any day of the week including Sunday.

#### **SECTION 2.5: TEMPORARY REPLACEMENT OF DEPARTMENT HEADS:**

If an Employee in a "Head" position is gone for an entire work week (five (5) days or more), the assigned Full-time employee who performs the Department Head's responsibilities for the week will be paid the department head rate of pay.

#### **SECTION 2.6: WORK SCHEDULES:**

A. Posting Schedules: Schedules for all employees will be posted in each store. A comprehensive schedule that includes all departments will be posted in a common area such as the breakroom. Each department will also have their specific scheduled posted in a designated area within their respective work area. Schedules will be posted by Friday at 12:00 p.m. for the following two (2) work weeks. Sunday schedules for all employees shall be posted two (2) weeks in advance. All names on schedules will be in order of seniority by department when posted.

1) The Employer will provide the Union an electronic copy of the posted work schedules for all relevant departments. The schedules will be emailed as attachments to the Union in an editable digital format or whatever format the Union prefers if available and will be provided no later than one (1) week before the respective scheduled week starts.

B. Consistent Day Off: The Employer shall provide all employees in each store with a consistent day off, Monday through Thursday chosen by seniority. Employees shall be allowed the opportunity to change their chosen days off by mutual agreement or at intervals of no less than six (6) months. Changes in the schedule will be held to a minimum consistent with efficient store operation and/or emergencies. This section does not prohibit the Employer granting more than one consistent day off, or from granting off Friday, Saturday, or Sunday on a consistent basis.

C. Part-Time Employees:

1) Part-Time employees may not be scheduled for more than five (5) days in any week on an involuntary basis, except in the case of weeks in which schedules are impacted by the occurrence of a holiday. Holidays affecting scheduling are Easter, Memorial Day, Independence Day, Labor Day, Thanksgiving, Christmas and New Year's Day. This provision shall not be interpreted to preclude regular Part-Time employees who wish to do so from working more than five (5) days in a week.

2) Regular part-time employees will be permitted to notify the Employer of their preferred hours within their stated availability and the Employer agrees to take such preferred hours, and seniority, into consideration in scheduling such Regular part-time employees. The Employer is not required to guarantee any particular preferred schedule of hours.

D. Night Work: It is agreed that no employee except for employees on the night stock crew and Prime-Time employees shall be required to work more than 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. Store-to-Store Meat Schedule: If any meat employees are to be scheduled to work in more than one store, such assignments shall be given to junior employees on the basis of company seniority within the bargaining unit. In case of daily transfer from one store because of absenteeism or emergency, the junior meat employee in the store shall be utilized.

F. Eight Hours Between Shifts: The Employer will provide a minimum of eight (8) hours between scheduled shifts for all employees unless otherwise requested by the employee in writing.

**SECTION 2.7: MINIMUM SCHEDULED HOURS:**

A. An employee shall be guaranteed no less than four (4) hours of work each time that employee 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) hours per work 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. Effective April 5, 2021, no Regular Part-time employee shall be scheduled for less than eighteen (18) hours per work week.

C. Effective after the 2022 ratification, at least twenty-four percent (24%) of Part-Time employees in each store, in order of Part-Time seniority, will be provided an opportunity to work schedules of at least thirty-five (35) hours or more per week. A senior regular Part-Time employee may choose to be scheduled for less than thirty-five (35) hours by written request to the General Manager.

#### **SECTION 2.8: MINIMUM CALL-IN:**

Employees called in to work outside of their regular schedule shall receive no less than four (4) hours work or pay in lieu thereof, except in the case where an employee is called in to replace someone who has called in sick or to replace someone who has not reported to work as scheduled, or where the employee requests fewer hours and the Employer agrees.

#### **SECTION 2.9: SPLIT SHIFTS:**

No employee shall be required to work a split shift. Employees will be allowed to work a split shift by mutual agreement.

#### **SECTION 2.10: EMPLOYEE BREAK TIME:**

##### **A. Rest Periods (Employer's Time):**

1) All employees shall receive a paid rest period of (15) minutes for every three (3) hours worked not to exceed thirty (30) minutes in any work day of less than twelve (12) hours. Employees entitled to two (2) fifteen (15) minute paid break periods will continue to be allowed to take their breaks consecutively where the practice exists. No rest period shall be provided in any four (4) hour period which is broken by a paid supper period.

2) Any employee who has worked a regular full day shift and is required to work overtime during a regular scheduled night operation shall be entitled to a twenty (20) minute supper period paid for by the Employer. No employee who is entitled to a paid supper period shall be required to take such supper period earlier than three and one-half (3-1/2) hours after conclusion of the employee's noon lunch hour.

B. Employees who elect to have a 30-minute unpaid meal break will do so by noting this preference on their availability form that is submitted and approved by the company. All unpaid meal breaks will be scheduled by management and need to be factored into the store

schedule prior to it being posted. Requests for such a break made after a schedule has been posted must be submitted to management for consideration.

**SECTION 2.11: OTHER WORKING CONDITIONS:**

A. Time Clocks: Where time clocks are installed, employees shall, as a condition of employment, be required to record their individual worked time using such device. Failure to properly record worked time shall be cause for discharge.

B. Meetings: When an employee is required to attend a meeting by the Employer, this time shall be considered as time worked.

C. Refusal to Work: Employees shall not be discriminated against for refusal to work on their day off, provided qualified and experienced help acceptable to the Employer is available.

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.

E. Payroll Records: A complete and correct record of all time worked by each employee and wages paid said employee shall be made by the Employer and record shall be made available to the representative of the Union upon demand. The Employer will maintain these records in accordance with local, state and federal law.

F. Travel Time and Mileage:

1) When an employee is required to travel from one store to another in any one (1) day, travel time shall be considered as time worked and, in addition, the employee shall be paid mileage in accordance with the mileage policy of the Employer, but not less than the rate specified by the IRS.

2) If an employee makes a delivery of product to a store or to a customer at the Employer's direction, such time will be considered as time worked and mileage will also be paid.

3) No employee will be required by the Employer to make a delivery to a store or a customer.

G. No-Travel Weather Advisory: 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 absence, which must occur no less than one (1) hour prior to the start of their shift. Employees may use PTO to replace lost wages.

**SECTION 2.12: WAGE-HOUR LAW COMPLIANCE:**

Notwithstanding any other provision of this Agreement, no employee who is restricted under applicable wage-hour laws from working in excess of three (3) hours on any given shift shall be scheduled or assigned to work in violation of such legal restrictions.

**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%. 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 4**  
**SENIORITY**

**SECTION 4.1: DEFINITION OF SENIORITY:**

A. The employee's date of hire shall be defined as the day the employee starts active employment for the Employer as a new hire or the date the employee starts active employment as a rehire.

B. Seniority shall be defined as length of continuous service within a classification with the Employer covered by this Agreement. In the case of two or more employees starting active employment in a classification on the same day their seniority ranking will be determined by lot.

C. Seniority will be applied on the basis of the following classifications:

- 1) Department Heads;
- 2) Full-Time Employees;
- 3) Part-Time Employees;
- 4) Prime-Time Employees;
- 5) Utility Employees;

D. Prime-time and part-time employees will have separate seniority (among themselves within the classification) but will maintain their seniority date (Prime-time or Part-time) when moving between Prime-time or Part-time classifications.

E. Employee seniority date and classification will be posted in a public space close to the employees' work area.

#### **SECTION 4.2: APPLICATION OF SENIORITY:**

##### **A. Probationary Period:**

1) All newly hired employees will be on probation for thirty (30) calendar days and will thereafter attain seniority with the Employer, with seniority reverting back to the date of hire.

2) Prior to the end of the thirty (30) day probationary period, the Employer may request in writing an additional thirty (30) day probationary period in the case of any employee found questionable by management. If the Union approves, an additional thirty (30) day probationary period may be instituted after which time, if that employee remains in the employ of the Employer, the seniority date shall revert back to that employee's original date of employment.

3) An employee's seniority date may change due to a change of classification, but a new probationary period is not required, nor will the date of hire be changed for purposes of benefits.

B. Department Heads: Employees who are promoted or hired into Department Head positions will be given "super seniority" for layoff purposes, only, after they have been in the Department Head position for eighteen (18) months. During the eighteen (18) month period the employee retains the employee's date as a Full-Time employee. An employee who is demoted for cause from the Department Head Position will be placed in the appropriate Full-Time classification of Senior Retail Specialist, Universal Employee, or Journeyman, with the employee's original seniority date in that position. An employee who voluntarily steps down from the Department Head position will be placed in the appropriate Full-Time classification of Senior Retail Specialist, Universal Employee, or Journeyman with the employee's original seniority date in that position. An employee who is removed from the Department Head position without cause will be placed in the appropriate Full-Time classification and will maintain the employee's rate of pay.

C. Layoff and Recall: Layoff will be by reverse seniority in each classification. The last laid-off will be the first recalled.

1) Full-Time: Full-Time employees hired prior to March 6, 2005 cannot be laid-off or involuntarily reduced in hours. For the purposes of layoff, all Full-Time classifications are merged and company-wide. The least senior hired or promoted will be the first to be laid off or reduced in hours. Full-Time employees who are laid off may elect to work Part-Time. Full-Time employees who are reduced to Part-Time will be placed at the top of the Part-



Time seniority list and will be paid the top of the Part-Time scale or, if their current Full-Time rate of is lower than the top of the Part-Time scale they will be place on the nearest rate on the Part-Time scale and progress from there.

2) Part-Time: For the purposes of layoff, Part-Time employees shall have seniority within their store and company-wide seniority after five (5) years of employment as a Part-Time employee. In the event of layoff, a Part-Time employee with five (5) or more years of employment may bump the most junior regular Part-Time employee with the Company. In the case of layoff, a Part-Time employee has the right to bump Utility employees (and be paid the appropriate Utility rate) provided the regular Part-Time employee has greater total Part-Time and Utility seniority than the employee being bumped. The Employer will offer work, if available at another of its locations, to employees who are on layoff. An employee's inability to accept such work at another location will not disqualify them from their right to recall in their own store.

3) Utility: For the purposes of layoff and recall, Utility employees shall have seniority on a company-wide basis. The Employer will offer work, if available at another of its locations, to employees who are laid off. An employee's inability to accept such work at another location will not disqualify them from their right to recall in their own store, rights under Appendix C, or any unemployment compensation they may be entitled to receive. Employees may transfer between stores by mutual agreement.

#### D. Preference of Hours

1) Senior Retail Specialists hired before March 7, 2005 will be allowed to exercise their preference of hours. It is agreed that preference, if qualified, shall be given to the more senior Senior Retail Specialists within the store in granting the more desirable schedule of hours among Full-Time non-meat positions. Department Heads and employees designated for management training may be scheduled without regard to preference. This provision shall have no application to Sunday hours.

2) If two (2) or more regular Part-Time employees are scheduled in the same store and the employee with less service is scheduled for more hours, the employee with the most seniority will have the right to claim the junior employee's full schedule. The claim must be made in writing to the store manager and the employee asserting the claim must be qualified to perform the duties involved. The schedule rights described in the first sentence above for senior Part-Time employees shall not apply to scheduled hours of "Waiver" employees as described in ARTICLE 21 of this Agreement.

E. Job Posting: The Employer will post all Full-Time openings for bargaining unit positions and will promote from within the bargaining unit employees with six (6) months or more seniority. Employees will be allowed to apply and be considered for all openings, if they have the ability and availability to perform the duties required by the position for which they are applying. The Employer will, through an interview process, determine and select the most qualified candidate for the position. If the employer determines that two (2) or more candidates for a particular position are equally qualified, it will select the most senior candidate. Utility employees who notify the Employer in writing of their desire for Part-Time positions will be

given the opportunity to fill Part-Time openings. The Employer will offer meat promotions to qualified meat employees before non-meat employees are considered for such promotion. Effective with the 2019 ratification, the Employer may promote or hire into the Universal full-time positions at the Employer's discretion without regard to seniority and will consider current employees first. Notwithstanding, the provisions of this section, promotions and hiring into the department head classification will be within the discretion of the Employer.

1) The Employer will send to the Union, a listing on a monthly basis, of all UFCW 1189 full-time postings that were filled, the name of the person awarded the position, and whether the job recipient was an internal or external candidate.

F. Prime-Time to Part-Time: Prime-Time employees will be considered to fill vacancies in Part-Time positions. Employees shall have the option of notifying the Employer and the Union in writing of their desire to secure a Part-Time position. An employee, who so notifies the Employer and the Union will be given the opportunity to fill Part-Time openings, by seniority, and if qualified within the particular store. In the event a Prime-Time employee hired before the ratification date of this Agreement is selected to fill a Part-Time vacancy, the employee will receive credit for total hours worked.

#### **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.

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

E. 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.

#### **SECTION 4.4: TERMINATION OF SENIORITY:**

An employee's seniority and employment shall be terminated if the employee;

A. Quits;

B. Is discharged for cause;

C. Fails to return from any of the leaves of absence referenced in Article 8 of this Agreement, within the time limits contained therein;

D. Fails to respond within ten (10) calendar days of the date notice to return is registered with the U.S. Postal Service, or;

E. Is absent from the job for any reason, other than sickness or injury, for a period in excess of one (1) year.

## **ARTICLE 5** **HOLIDAYS**

### **SECTION 5.1: HOLIDAYS DEFINED:**

A. **Holidays:** The following days shall be recognized as holidays: New Year's Day (beginning at 6:00 p.m. on New Year's Eve), Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day (beginning at 4:00 p.m. on Christmas Eve). Work performed on holidays is outside the basic work week for all purposes including "Minimum Scheduled Hours" and "Temporary Full-Time."

B. **Christmas:** There shall be no retail operation on Christmas Day or on Christmas Eve after 4:00 p.m. No Employee shall be required or permitted to work on the following named holidays: Christmas Day or after 4:30 p.m. Christmas Eve.

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) Compensation for work on 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 in excess of eight (8) on Memorial Day, Independence Day, and Labor Day shall be compensated at one and one-half (1-1/2) times the straight time rate of pay. All Full-Time employees shall be compensated at one and one-half (1-1/2) times the employee's straight-time rate of pay for hours worked after 6:00 p.m. on New Year's Eve, and hours worked on New Year's Day and Thanksgiving Day.

c) All Full-time labor for the above holidays shall be scheduled first by volunteers. If there are not enough volunteers, the remaining full-time labor needed will be

scheduled in order of reverse seniority. The Employer will post a volunteer sign-up sheet no less than thirty (30) days prior to the holiday. Failure to do so will result in the holiday schedule being by volunteers 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. The Employer will post a volunteer sign-up sheet no less than thirty (30) days prior to the holiday. Failure to do so will result in the holiday schedule being by volunteers only.

b) 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.

D. Personal Holidays:

1) Full-Time employees shall, after completion of the first (1st) year of employment with the Employer covered by this Agreement, be entitled to four (4) personal holidays, in addition to the six (6) nationally recognized holidays listed above.

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

3) Personal Holidays are scheduled by mutual agreement. The Employer will use its best efforts to allow employees to take their holidays during their anniversary years, except in situations where the application of this section would have an effect on the Employer's ability to meet business needs.

4) Employees who work on any of the holidays and who are otherwise eligible for holiday pay under this section will have the option to exchange holiday pay for a floating holiday, to be utilized on the same basis as other floating holidays.

E. 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.

**SECTION 5.2: COMPUTATION OF HOLIDAY PAY:**

A. Full-Time: All Full-Time employees shall be paid eight (8) hours times their straight time rate of pay for each of the listed holidays and, after one year of employment, shall be paid eight (8) hours of straight time pay for their personal holidays. In addition to eight (8) hours of holiday pay for Christmas Day, Full-Time employees shall receive three (3) hours straight time holiday pay for Christmas Eve regardless of the day it falls on.

B. Part-Time: Part-Time employees, after ninety (90) days of employment, will receive four (4) hours of pay at their regular rate for the listed holidays irrespective of scheduled work days and also for one personal holiday. Part-Time employees with at least ten (10) years of continuous service will receive six (6) hours of holiday pay at their regular rate of pay for each recognized national holiday and personal holiday.

C. Utility and Prime Time: In the first year of employment and after ninety (90) days of service, Utility/baggers/clean team and Prime-time employees will receive holiday pay when the employee works the holiday. Utility employees and Prime Time employees who have completed one (1) year of continuous service with the Employer shall be entitled to four (4) hours pay at their regular rate of pay for the six (6) listed calendar holidays. This pay is due irrespective of scheduled workdays.

D. Eligibility For Holiday Pay: In order to qualify for holiday pay, an employee must have worked in one of the following: the week before the week in which a holiday occurs, the week in which the holiday occurs, or the week after the week in which the holiday occurs. In addition, the employee must work that employee's scheduled workday before and after the holiday unless excused by the Employer or unless absent due to proven illness.

**SECTION 5.3: HOLIDAY WORK WEEK:**

A. In weeks in which an entire day is celebrated as a holiday, the work week shall be four (4) days of eight (8) hours each, or a total of thirty-two (32) hours.

B. If the holiday falls on any day except for Sunday, the basic work week for Full-Time employees shall be thirty-two (32) hours. When the holiday falls on Sunday, that work week shall be thirty-two (32) hours, and the following Monday shall be scheduled and paid in the same manner as Sunday.

**ARTICLE 6**  
**DEFINITIONS**

**SECTION 6.1: FULL-TIME:**

"Full-Time" employees are all employees in the following job classifications:

A. Senior Retail Specialist: An employee who normally works thirty-two (32) hours or more per work week. For employees hired or promoted prior to March 9, 2008 these hours are and will remain exclusive of hours worked on Sundays or Holidays ("full-time"). Employees promoted to or hired as Senior Retail Specialists (including Department heads and Full-time maintenance who did not previously have Sunday outside of their work week) after March 9, 2008 will have Sundays included in their work week.

B. Universal Employee: An employee with a basic work week of forty (40) hours to be worked in any five (5) days, Sunday through Saturday, inclusive of hours worked on Sundays but exclusive of hours worked on holidays. Universal employees shall not be entitled to receive any premium pay for hours worked on Sundays. These employees shall be scheduled to have two consecutive days off each week, except in those weeks affected by holidays. Universal employees may be scheduled and assigned on an interchangeable basis in grocery, delicatessen, bakery (where applicable) or the meat department (as outlined in Section 1.5.A).

C. Journeyman: A skilled meat cutter who has either served an apprenticeship in accordance with the period of time as set forth in this Agreement or who has qualified as a skilled meat cutter.

D. Wrapper: An employee who performs all duties in the meat department.

E. Department Head: Each Employer shall maintain a minimum of six Department Head positions inclusive of a Head Meat Cutter and Assistant Store Manager in each of its stores. The Employer shall have the option to designate a total of up to eight Department Heads and/or Manager Trainee positions in each store.

Full-Time employees' job duties shall include all work in all departments of the store including all 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 (whether by use of saw, grinder, cuber, tenderizer, slicer, knife, or other tools of the trade) through and including the boning and leaning out of these products to reduce to retail cuts. The Employer will first utilize all Journeymen to perform the above-described production work in the meat department.

#### **SECTION 6.2: PART-TIME:**

A Part-Time employee shall be an employee who normally works less than thirty-two (32) hours per work week, exclusive of hours worked on Holidays. Part-time employees may work more than thirty-two (32) hours without penalty to the Employer.

#### **SECTION 6.3: UTILITY:**

Utility employees are Part-Time employees who may perform maintenance and cleaning in all areas inside and outside the store; clean and maintain all shelving, equipment and display cases (refrigerated and non-refrigerated); remove cardboard from the shelf, case or display, and level product; collect and dispose of refuse or trash from all areas inside and outside the store; restock to the shelf or case all product returned, not purchased or otherwise moved by customers; remove product from shelf or case in the event of equipment breakdown or to clean the same and return

product to the shelf or case. Utility employees shall not work more than twenty-eight (28) hours per week.

**SECTION 6.4: FULL-TIME MAINTENANCE:**

Full-Time Maintenance Employees are those employees whose primary duties are the performance of skilled or “hard” maintenance such as electrical repairs, refrigeration work, and provided further that none of these tasks may be performed by such employees in the store’s meat production area (defined as any area in the meat department not accessible to the customer.

**SECTION 6.5: PRIME-TIME:**

A. A Prime-Time employee shall be an employee who may work no more than twenty-eight (28) hours per week and a minimum of 12 hours per week (unless mutually agreed upon) and 3 hours per shift. They are prohibited from working Tuesdays except for Thanksgiving and Christmas weeks.

B. Notwithstanding the provisions of SECTION 2.1, the wage rates payable to Prime-Time employees hired before the date of 5/13/13 shall be at the wage scale they are currently in and will progress from the applicable scale of wages appearing in Appendix A. These employees shall not be eligible for any benefits (e.g., health and welfare benefits, participation in retirement plans, etc.) specified in the Agreement other than the rate of pay. Upon completion of the probationary period, these employees may make pre-tax contributions to the 401(k).

C. The wage rates payable to Prime-Time employees shall follow the applicable scale of wages for part-time employees, appearing in Appendix A. These employees will not be eligible for healthcare or retirement benefits. Upon completion of the probationary period, Prime-Time employees may make pre-tax contributions to the 401(k).

D. For purposes of assessing the employer’s compliance with Article 3 (ratio), Prime-time employees do not count as part of the Employer’s ratio. However, Prime-Time employees may not exceed a maximum of thirty-five (35) percent of the Employer’s combined Part-time, Utility, and Prime-Time workforce, company-wide.

E. These employees will maintain their seniority date when moving from Prime-Time to Part-time. They will be credited their hours accordingly.

**SECTION 6.6: OTHER THAN JOURNEYMAN:**

The Other Than Journeyman employee is a Part-Time Wrapper.

**ARTICLE 7**  
**PAID TIME OFF (PTO)**

**SECTION 7.1: PTO ALLOWANCE:**

A. Full-Time

Years of Service	Annual Grant	Weekly Rate
Between 0-5 <sup>th</sup> Anniversary	2 weeks (capped at 80 hours)	0.050/hour worked
Between 5 <sup>th</sup> -10 <sup>th</sup> Anniversary	3 weeks (capped at 120 hours)	0.075/hour worked
Between 10 <sup>th</sup> -15 <sup>th</sup> Anniversary	4 weeks (capped at 160 hours)	0.100/hour worked
Beginning 15 <sup>th</sup> Anniversary	5 weeks (capped at 200 hours)	0.125/hour worked

B. Regular Part-Time

Years of Service	Annual Grant	Weekly Rate
Between 0-5 <sup>th</sup> Anniversary	2 weeks (capped at 80 hours)	0.03846/hour worked
Between 5 <sup>th</sup> -10 <sup>th</sup> Anniversary	3 weeks (capped at 120 hours)	0.05769/hour worked
Between 10 <sup>th</sup> -15 <sup>th</sup> Anniversary	4 weeks (capped at 160 hours)	0.07692/hour worked
Beginning 15 <sup>th</sup> Anniversary	5 weeks (capped at 200 hours)	0.09615/hour worked

C. Prime Time Part-Time and Utility

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

**SECTION 7.2: COMPUTATION OF PAID TIME OFF PAY:**

A. Full-time: PTO for these employees will be computed based on the PTO chart in Section 7.1.A, up to their full allotment of regular PTO hours based on their years of service. Time and one-half (1-1/2) PTO pay will be granted on those hours over forty (40) and will be paid out based on the current Employer overtime PTO practice at the time the Employee takes their PTO.

B. 1) Regular Part-Time: PTO for these employees will be computed based on the PTO chart in Section 7.1.B. on all hours worked up to forty (40) hours per week.

2) Utility: PTO for these employees will be computed based on the PTO chart in Section 7.1.D. on all hours worked up to forty (40) hours per week.

C. Prime-Time Part-Time:  
Prime-Time part-time employees are eligible for PTO and it will be computed based on the PTO chart in Section 7.1.C.



**SECTION 7.3: TERMINATION OF EMPLOYMENT:**

A. Unless discharged for just cause, an employee who is permanently terminated shall receive their accrued PTO pay provided that employee has been employed for more than one (1) year of continuous employment.

**SECTION 7.4: PTO SCHEDULING:**

A. PTO shall consist of consecutive working days.

B. PTO schedules in each store shall be posted by January 15, and PTO selected on the basis of seniority by March 1 of each year for the period from April 1 through the following March 31. The approved PTO schedule shall be posted in each store by April 1 of each year.

C. An employee who fails to select PTO by March 1, will be placed at the bottom of the seniority list for the purpose of PTO selection.

D. PTO scheduling for Journeymen, Wrappers, and Other Than Journeymen shall be done in two (2) rounds, each in seniority order. During the first round, no employee may select more than one week of PTO before other meat department employees have had an opportunity to select. During the second round, each employee may schedule the entire balance of their PTO eligibility. PTO scheduling will be done in rounds to ensure that, to the greatest extent possible, each employee will have an opportunity to schedule some PTO during the summer months. The process of PTO scheduling historically observed by the Employer (i.e., either by store or company-wide) shall remain in effect. PTO shall be scheduled during the summer months to the greatest extent possible.

E. Employees shall be allowed to take their PTO in hourly increments. Requests to use PTO must be made no later than the week prior to the posting of the schedule for the period when the PTO is used. Requests made after the PTO posting period must be submitted in writing. PTO requests will be granted as mutually agreed to by the employee and the Employer, provided that the Employer's consent will not be withheld simply because the day requested is a weekend day or would result in an extended weekend. Employees shall be allowed to take PTO for proven illnesses, and the foregoing notification requirements shall not apply to approval for using PTO for a proven illness. Employees shall be allowed to take their PTO within their anniversary year.

F. If a holiday occurs during an eligible employee's PTO, the employee shall be paid an additional day's pay or given an additional day off with pay in addition to the PTO.

G. Employees will be allowed to take individual days of paid PTO on Sundays, at the employee's straight time (base) rate of pay.

H. The Employer will respond to PTO requests outside of the posting period within seven (7) days unless the Department Head is on PTO, in which case the Department Head will respond within two (2) days after returning from PTO.

I. The Employer may limit future carryover of PTO to two times (2x) their annual accrual. For those that have PTO banks in excess of two times (2x) their annual accrual, the Employer may offer the option through the term of the agreement for the employees to take excess PTO or receive such excess in pay (inclusive of all associated benefits). The Employer will schedule employees off (if needed) to ensure no loss of benefits.

**SECTION 7.5: PTO PAY:**

All employees shall receive their PTO pay at the time they take their PTO.

**SECTION 7.6: LUNDS & BYERLYS FAMILY ASSISTANCE FUND:**

The Lunds & Byerlys Family Assistance Fund began in 2014 to help members of its employees in their times of financial need. From providing shelter after natural disaster strikes, to helping with costs associated with an unexpected illness, our fund seeks to truly make a positive impact in the lives of its employees. To be considered for this program, employees submit an application to L&B's third party administrator. The process is completely confidential and Lunds & Byerlys is never provided information on who applied and/or received funds from this program. To review eligibility requirements and to submit an application, please visit: [www.lfhifamilyfund.org/](http://www.lfhifamilyfund.org/)

Store Management and Human Resources can also help answer questions about this program as well as provide any additional support available.

**SECTION 7.7: PANDEMIC LANGUAGE:**

When a pandemic has been declared and an employee is required to quarantine, should some or all of the time be unpaid, the Employer agrees to make Employer health care contributions to cover said quarantine and the Employer's responsibility with respect to these payments shall not exceed a total of two (2) weeks per calendar year. It is understood that an employee must use their accrued PTO, if available, to reach the minimum threshold of hours, or get as close as possible to the minimum threshold if PTO is insufficient to reaching the threshold, in order for the Employer to make an Employer health care contribution. The minimum threshold shall be defined as thirty-two (32) hours for full-time employees and thirty (30) hours for part-time employees. The Employee will be responsible for paying their employee health care contribution to cover their quarantine from future earnings after they have returned to work.

**SECTION 7.8: EARNED SICK AND SAFE TIME (ESST)**

Employees may use earned PTO for ESST purposes and the amount of PTO that an employee can use per year shall be capped in accordance with the St. Paul ESST ordinance (Ord 16-29, § 1, 9-7-16). Also, in accordance with ESST, employees with less than one (1) year of service will begin accruing PTO immediately but will not have any PTO granted for use until after completing ninety (90) days of service and employees who end employment with less than one (1) year of service will not have any unused PTO paid out.

**ARTICLE 8**  
**LEAVE OF ABSENCE**

**SECTION 8.1: PERSONAL LEAVE OF ABSENCE:**

A leave of absence not to exceed six (6) months may be granted by mutual agreement between the Employer, employee and the Union. All leaves of absence shall be requested and confirmed in writing. Failure to return at the end of a leave of absence shall result in loss of seniority and employment. The Employer will use reasonable and fair judgment in determining whether or not an employee shall be granted a leave of absence and further, the Union may not unreasonably deny a requested leave of absence.

**SECTION 8.2: ACCIDENT, INJURY, PREGNANCY, OR SICKNESS:**

A. In case of accident, injury, pregnancy or sickness which renders the employee unable to work, an automatic leave of absence shall be granted for the period of time that they are judged unable to work up to a period of one year.

B. Extensions of this time limit shall be granted upon certification that the employee is still unable to return to work, up to a period of three (3) years. The employee must be able to pass a physical examination upon return to work, if requested.

C. The employee shall advise the store manager of that employee's intent to return to work two (2) weeks in advance. The employee may return earlier if a mutual agreement is reached and hours are available.

D. In case of injury on the job, the employee shall be paid for the full scheduled day, providing the doctor verifies that the employee was unable to return to work.

**SECTION 8.3: BEREAVEMENT LEAVE:**

A. After completing the probationary period all employees, except Prime-Time Part-Time employees, shall be entitled to a maximum of three (3) days paid leave when it is necessary to be absent on scheduled work days to grieve, arrange for, travel to, or attend the funeral of an immediate family member. Immediate family member is defined as the employees' spouse, parents, step-parents, grandparents, grandchildren, children (child, step-child, adopted child, foster child and legal guardian's child), brothers, sisters, mother-in-law, or father-in-law. In the event of the death of a spouse, domestic partner or children (child, step-child, adopted child, foster child and legal guardian's child), the employee shall be entitled to a maximum of four (4) days bereavement leave.

B. Employees are responsible for limiting their time away from work to those days that are reasonably required for the particular circumstance.

C. One (1) day leave of absence with pay in the event of death of brother-in-law, sister-in-law, or any other relative living in Employee's home at time of death.

D. Domestic Partner: "Domestic partner" shall be defined to mean a person who: 1) is in a committed and mutually exclusive relationship, jointly responsible for the other domestic partner's welfare and financial obligations; and 2) resides with the domestic partner in the same principle residence and intends to do so permanently; and 3) is at least eighteen (18) years of age and unmarried; and 4) is not a blood relative of the other domestic partner; and 5) has been in a relationship for six (6) continuous months, prior to the date on which the person seeks benefits under this Section.

**SECTION 8.4: JURY DUTY:**

An employee shall immediately notify the Employer upon receiving a call for jury duty. When a Full-Time employee is required to serve on a petit jury, the Employer agrees to pay the difference between jury pay and that employee's earnings for a forty (40) hour week at that employee's straight-time rate of pay. When a "top 24%" part-time employee is required to serve on a petit jury, the Employer agrees to pay the difference between jury duty earnings and the greater of the two following options: (1) Employee's scheduled hours for that time period if available or (2) the Employee's average weekly earnings exclusive of Sundays. Such an employee must report for work whenever that employee's presence is not required on jury duty. Hours spent on jury duty will be counted as time worked for the purposes of this Agreement.

**SECTION 8.5: MILITARY SERVICE:**

An employee entering into the military service of the United States shall be entitled to reinstatement as an employee if required by law.

**SECTION 8.6: FAMILY AND MEDICAL LEAVE ACT:**

Employees shall not be required to use their paid time off or personal paid holiday time during any leave period which is covered by the Family and Medical Leave Act.

**SECTION 8.7: 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 thirty (30) day notice to the Employer. It is understood that the Union would make any contributions necessary to continue the employee's participation in Health or Retirement 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.

**SECTION 8.8: VICTIM OR WITNESS LEAVE:**

An Employee who is a victim or witness, who is subpoenaed or requested by the prosecutor to attend court for the purpose of giving testimony, will be provided with reasonable time off from work to attend criminal proceedings related to the victim's case and may use paid time off. An employee who is the victim of a violent crime or is the spouse or immediate family member of a victim of violent crime will be provided with reasonable time off from work to attend criminal proceedings related to the victim's case and may use paid time off. Employees who are victims

of domestic abuse will be provided with reasonable time off from work to obtain or attempt to obtain a restraining order or protective order and may use paid time off. When it is practical to do so without placing the employee or any member of the employee's family in danger, the employee should provide the Employer with forty-eight (48) hours' notice of the need for these types of leave.

**ARTICLE 9**  
**HEALTH AND SAFETY**

**SECTION 9.1: HEALTH AND SAFETY CONDITIONS:**

A. Commitment to Safety

1) The Employer agrees to 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 will establish and publish a written policy setting out its guidelines for employee safety and store security. These guidelines shall make clear that no employee is required to take any 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 as to how they should perform their jobs safely and employees shall be paid for said training. The Employer will not allow any employee to operate any equipment until the Employee has received all relevant training.

C. Personal Protective Equipment (PPE): The Employer shall continue to provide necessary PPE at its own cost. If the Employee wants alternative PPE to what the Employer provides, the Employee will pay for it on their own. The Employer shall continue to maintain anti-fatigue mats where appropriate in the store.

D. Safety Meetings

1) Safety committee 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 store employees to review and provide feedback.

2) If a store has an active Union steward, they shall be a part of the safety team and regularly participate in safety meetings; however, the Employer shall not be obligated to reschedule safety meetings on account of the Union steward's inability to make a meeting. Should a Union steward be unable to make a committee meeting, then another Union member that does not hold the role of Department Manager (referred to as non-management) will

participate. If no steward is assigned to the store, then another non-management Union member will participate.

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

E. Work Accommodations: The Employer shall seriously consider any request(s) for accommodation by an employee that would support them in fulfilling the essential duties of their position. All requests for accommodation must have supporting medical documentation from a certified medical provider before such a request is considered. Only after all the necessary information has been submitted will the Employer assess if reasonable accommodations exist that can be made. The Employer's assessment will include the potential for full or partially seated work if applicable. The Employer will provide a written response to all accommodation requests in a timely manner not to exceed two (2) weeks, which outline whether a reasonable accommodation can be made, and if so, the nature of the accommodation and the time period the accommodation shall be in effect.

F. Stores that are open to the public between the hours of 10:00 p.m. and 6:00 a.m. 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.

#### **SECTION 9.2: WORKERS COMPENSATION:**

Where an employee is injured on the job and such accident is compensable under workers compensation, the Employer agrees to pay one hundred percent (100%) of the employee's regular straight-time rate of pay up to three (3) days. If workers compensation reverts to payment from the first day of injury, then the above mentioned one hundred percent (100%) will not be paid. The employee will be paid in full for the day they receive such compensable injury.

#### **SECTION 9.3: TEMPERATURE REGULATIONS COMPLIANCE**

The Employer will comply with any local, state or federal regulations relative to the temperatures in the meat cutting rooms.

#### **SECTION 9.4: FIRST AID KITS**

The Employer shall provide and completely stock first aid kits in all meat departments.

### **ARTICLE 10** **DISCHARGE**

A. No employee shall be discharged except for just cause.

B. The properly accredited officers or representatives of the Union and the Employer are authorized to settle any dispute arising out of a discharge. Grievances under Section 15.1 regarding discharge without just cause must be filed in writing with the Employer within fifteen

(15) calendar days after the effective date of termination of the employee's employment. Failure to comply with this time requirement will result in the grievance being waived and not submitted to mediation or arbitration under Article 15.

C. Warning Notices and Discharge. In all instances of discipline, except where the grounds are sufficient to constitute just cause for immediate discharge, the Employer will give the employee at least one (1) warning notice in writing, with a copy to the Union.

## ARTICLE 11 PICKETING

It shall not be considered a violation of this Agreement for an employee to refuse to cross a legal picket line, nor shall an employee be disciplined or discharged for refusal to cross a legal picket line of a striking union when such picketing has the approval of the United Food and Commercial Workers International Union. The Union shall give forty-eight (48) hours' notice in writing to the Employer of its intention to sanction or approve the picket line. It is further agreed that the Employer reserves the right to close its place of business if a legal picket line is established and it shall not be considered a violation of this Agreement.

## ARTICLE 12 STRIKE-LOCKOUT

The Union agrees that during the term of this Agreement, there shall be no strike by the Union or its members. The Employer agrees that there shall be no lockout during the term of this Agreement.

## ARTICLE 13 UNION-EMPLOYER COOPERATION

### SECTION 13.1: UNION STORE CARD:

The Union agrees to issue a Union store card and/or window decals to the Employer under the rules governing Union store cards set forth in the Constitution of the United Food and Commercial Workers International Union. Such Union store card and decals are, and shall remain, the property of said International Union and the Employer agrees to surrender said Union card and/or decals to the authorized representative of the Union on demand in the event of failure by the Employer to observe the terms of this Agreement or the conditions under which said Union store card and/or decals are issued.

The Employer shall display such Union store cards and decals in conspicuous areas accessible to the public in each establishment covered by this Agreement.

**SECTION 13.2: STORE VISITATION:**

The duly authorized representative of the Union shall be permitted access to the store at reasonable times provided the conduct of the representative does not interfere with the operation of the Employer's business.

**SECTION 13.3: LABOR MANAGEMENT COMMITTEE:**

A committee composed of representatives of the Union and the Employer shall be established for purposes of discussion and resolution of any problems occurring under the terms and conditions of this Agreement. This language does not preclude the use of the normal grievance procedure contained in ARTICLE 15.

**SECTION 13.4: FURNISH HELP:**

Local 1189 will at all times endeavor to furnish reliable, competent help and further agrees to promote the best interests of the Employer at all times.

**SECTION 13.5: UNION MEMBERSHIP AND EMPLOYERS:**

No individual Employer shall be required to belong to the Union. However, no more than two (2) partners or proprietors or bona fide officers of a corporation shall be permitted to work in a grocery and meat department. All others are to be members of the Union.

**SECTION 13.6: SHOP STEWARDS:**

The Union shall have the right to appoint a steward. In no instance shall the steward be discriminated against for discharging Union duties, provided such duties do not interfere with the regular performance of work for the Employer or in any way interfere with the operation of the business.

**SECTION 13.7: BULLETIN BOARD:**

A space will be provided on a designated bulletin board in each store where official Union notices originating from the Union offices may be posted.

**SECTION 13.8: BARGAINING COMMITTEE MEMBERS:**

All hours served by an employee as a member of the Union negotiating committee will be considered as hours worked for benefit purposes including health insurance, retirement plans and paid time off benefit calculations.



**ARTICLE 14**  
**VIOLATIONS OF AGREEMENT**

The settlement of any one violation of this Agreement shall not constitute a waiver of the particular provisions violated or of any other provisions of this Agreement and shall not constitute a waiver of any subsequent violation of any provision of this Agreement.

**ARTICLE 15**  
**GRIEVANCE AND ARBITRATION**

**SECTION 15.1: GRIEVANCE:**

A. When a grievance arises in a store, the employee (with or without the Union representative) may attempt first to settle the matter with that employee's immediate supervisor. In the event that this is unsuccessful, the representative of the Union shall be called so that the matter may be settled without loss of time to either party.

B. If the grievance cannot be resolved on a local level, a representative of the Employer and a representative of the Union shall, within seven (7) calendar days, attempt to reach a settlement of the controversy, dispute or disagreement.

C. In the case of wage discrepancies, the Employer agrees to submit to the Union upon request from the Union any and all wage data concerning same.

D. Any claimed grievance of any kind to be acted upon or accepted as valid for any reason must be filed in writing with the Employer and the Union within thirty (30) calendar days after the employee has knowledge of the occurrence giving rise to the grievance. Regardless of the date of filing, the employee will receive the full back pay to which the employee is entitled for a valid grievance and shall be collectable over a period of time covering two (2) years or back to the effective date of the Agreement, whichever is more.

E. Any controversy over the interpretation of or the adherence to the terms and provisions of this Agreement, including all claims for wages which cannot be settled by negotiations, shall be submitted to arbitration by either party notifying the other involved in writing of its desire to do so. Notification of desire to submit the grievance to arbitration must be made within thirty (30) calendar days following exhaustion of A, B, C, and D above.

F. Employer Violations:

1) Any Employer who intentionally violates any part of this Agreement shall be penalized for such violation, such as paying less than the established rate of pay or violating hours of employment, etc. If such violations are proven, the Employer shall pay double (2) times the amount involved.

2) No such case shall be recognized after sixty (60) calendar days of said violation. However, in case of a dispute, such dispute shall be decided in accordance with the regular arbitration provisions contained in SECTION 15.2 and 15.3.

**SECTION 15.2: MEDIATION:**

Any discharge or dispute that cannot be resolved under the provisions of SECTION 15.1 may be referred by mutual agreement to the Bureau of Mediation Services of Minnesota or Federal Mediation and Conciliation Service (FMCS) in an attempt to reach an agreement on a resolution. The party wishing to submit the dispute or discharge to nonbinding mediation shall do so in writing within fifteen (15) calendar days following the exhaustion of the remedies in SECTION 15. 1. The parties, by mutual agreement, may elect to bypass Mediation and refer the matter directly to Arbitration.

**SECTION 15.3: ARBITRATION:**

A. If a dispute or discharge is not resolved by the provisions of SECTIONS 15.1 and 15.2, either party may refer the matter to Arbitration by notification to the other party, in writing of their desire to arbitrate the issue.

B. A representative of the Union and a representative of the Employer shall meet and attempt to agree on a neutral third (3rd) party to hear and decide the Grievance. If within seven (7) calendar days of notification, the parties cannot agree on a neutral party, either party may petition the Federal Mediation and Conciliation Service (FMCS) for a list of seven (7) neutral arbitrators. The parties shall alternately strike from this list until one (1) name remains that person shall be the one (1) to hear and decide the grievance.

C. The neutral party shall meet with the parties to the dispute, hear all evidence in the case or cases referred and render a decision as soon as possible.

D. Each party shall bear the expenses of preparing and presenting its own case. The expenses of the neutral party shall be equally shared by the parties.

E. There shall be no recourse to any other method of settlement, unless a party fails to accept and comply with the award, in which case the award may be enforced by further action of the party in whose favor such award has been given.

F. The decision of the Arbitrator shall be final and binding upon all parties to the dispute.

G. Status Quo: During the period of adjustment or arbitration, as provided in this Article, the conditions in effect at the time of the notification of the claimed grievance shall continue in effect pending final decision.

**SECTION 15.4: LIMITATIONS ON ARBITRATOR:**

The arbitrator shall not have the authority to decide questions involving the jurisdiction of any Local, or of the International, or which may in any way affect or change the Union security clause, nor shall the arbitrator have the authority to effect a change in, modify or amend any of the provisions of this Agreement.

**SECTION 15.5: TIME LIMITS:**

The time limits set forth above shall be absolutely mandatory and failure to comply will mean the grievance is void and no consideration will be given to it. The time limits may be extended by mutual agreement.

**ARTICLE 16**  
**SHELF STOCKING**

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

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

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

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

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

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

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

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

#### ARTICLE 17 AUTOMATION

A. The parties recognize that automated equipment and technology is now available for the Retail Food Industry. The Employer recognizes that there is a desire to protect and preserve work opportunities. At the same time the Union recognizes that the Employer has a right to avail itself of modern technology. With this common objective the parties agree as follows: In the event the Employer introduces major technological changes which for the purpose of this article is defined as price marking and electronic scanners which would have a direct material impact affecting bargaining unit work, sixty (60) days advance notice of such a change will be given to the Union. Less than sixty (60) days advance notice will be appropriate if the Employer is unable, due to sales or marketing difficulties, to provide such notice, but, in such case, the Employer will give as much advance notice as possible.

B. In addition, the Employer agrees:

1) Any retraining necessary will be furnished by the Employer at no expense to the employees.

2) Where retraining is not applicable, the Employer will make every effort to affect a transfer to another store.

3) In the event an employee is not retrained or transferred and permanently displaced as a direct result of major technological changes, as defined above, the employee will be eligible for severance pay in accordance with APPENDIX "C" attached hereto and made a part of this Agreement.

C. An employee shall be disqualified for severance pay in the event the employee:

- 1) Refuses retraining.
- 2) Refuses a transfer within the bargaining unit.
- 3) Voluntarily terminates employment.

**ARTICLE 18**  
**LEGAL ISSUES**

A. **Discrimination:** The Employer agrees that it will not discriminate against or treat any employee 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.

B. **Conflicting Agreements:** No employee shall be asked or permitted to make any written or verbal agreement that will conflict with this Agreement. No employees shall have their wages reduced who may be paid over the minimum wage called for in this Agreement, nor shall any employee be reclassified to defeat the purpose of this Agreement.

C. **Severability:**

1) Nothing contained in this Agreement is intended to violate any Federal law, rule or regulations made pursuant thereto. If any part of this Agreement is construed to be in such violation, then that part shall be made null and void and the parties agree that they will within thirty (30) days begin negotiations to replace said void part with a valid provision. It is agreed however, that either party to this Agreement shall have the right to appeal any decision that a provision of this contract violates a Federal law, rule or regulation.

2) It is also understood that if a provision is deemed in violation by the final appellate court, the parties will negotiate with the intention of replacing the void part with a valid provision, but, however, should negotiations fail, the matter will be subject to arbitration according to SECTION 15.3 of this contract.

D. It is agreed that the Employer shall comply with all state, city, county and federal laws.

E. No employees shall have their wages reduced to defeat the purpose of this Agreement.

F. **Harassment:** The Employer agrees that it will not permit harassment in the workplace. Harassment means unwelcome comments or conduct. No one at the workplace, including managers, supervisors, employees 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 an employee on a date after the employee indicated that the request invitation was unwelcome.
- Deliberately or repeatedly using a name or pronoun when speaking or referring to a transgender employee other than the name the employee chose and the pronoun the employee identifies with.
- Teasing, picking on, or treating, interacting or communicating with an employee differently because of the employee'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 19**  
**HEALTH CARE PLAN**

**SECTION 19.1:**

A. Full-Time:

1) The Employer agrees to make contributions to the United Food and Commercial Workers Union, Local 1189 and St. Paul Food Employers Health Care Plan ("Fund") on behalf of any Full-Time employee who has worked thirty-two (32) or more hours per week or averaged thirty-two (32) or more hours per week for the reporting period ("Full-Time Contributions"). These hours are exclusive of hours worked on Sunday for those employees whose work week does not include Sunday, and exclusive of Holidays for all employees.

2) In reporting periods where the full-time employee does not average thirty-two (32) or more hours per week (as defined above), a part-time contribution will be paid by the employer for the weeks where the employee's hours are below thirty-two hours, unless otherwise required.

B. Part-Time:

1) The Employer further agrees to make contributions to the Fund on behalf of any regular Part-Time employee (excluding Utility and Prime-Time employees).

2) Part-time eligibility: Regular and OTJ Part-time employees who “Opted in” (elected coverage) and were grandfathered (during the 10/4/2014 qualification period) for coverage effective January 1, 2015 AND/OR those who average thirty (30) or more hours (as determined during the 12 month measurement period) and who “opt in”/elect coverage and employee contributions.

C. No contribution should be made for Utility employees unless such employee performs work which requires the Part-Time rate of pay as provided under SECTION 6.3 of ARTICLE 6 and who works on at least one day each week during the previous month which requires the Part-Time rate of pay, and in that case, the contribution to the Fund on behalf of such employee shall be required for each week the employee performed work which required the Part-Time rate of pay. No contribution shall be made for Prime-Time employees.

D. Life insurance (\$5,000) and Accidental Death and Dismemberment benefit (\$1,000) for all part-time employees who do not currently receive this benefit. Employer will contribute \$1.25 per month for those part-time employees with one year of completed service and in classifications for whom no Health & Welfare payment is currently made, effective January 1, 2020. (Note that employees who receive Health and Welfare benefits already have this benefit).

E. Such Fund is jointly administered, is a part of this Agreement, and is in lieu of all Employer established programs including life insurance, sickness and accident insurance, hospitalization insurance, or any other said forms of insurance now in practice.

**SECTION 19.2:**

Effective April 8, 2024 and April 14, 2025 the Employer will increase its current contribution by three and one-half percent (3.5%).

Weekly Contribution	Employer	Employee
Pre 4/7/2024 Full-Time	\$227.03	\$20.00
4/8/2024 Full-Time	\$234.98	\$20.00
4/14/2025 Full-Time	\$243.20	\$20.00
Pre 4/4 7/2024 Part-Time	\$84.98	\$8.00
4/8/2024 Part-Time	\$87.95	\$8.00
4/14/2025	\$91.03	\$8.00

**SECTION 19.3:**

The Employer agrees to make Full-Time Health and Welfare contributions for Full-Time employees who work thirty (30) or more hours during the week only if the employee is on a four (4) day ten (10) hour regular schedule.

#### **SECTION 19.4:**

A. The program of benefits of this Full-Time plan and of this Part-Time plan are as agreed to between the Employer and the Union Trustees and will be maintained for the life of this Agreement. Benefits may be modified by mutual agreement of the board of trustees.

B. It is agreed that in the event that net reserves (net of IBNR and all Liabilities) of the Fund fall below one and one half (1.5) months for the life of this agreement, then the Trustees will determine the needed plan design changes required to maintain a minimum of one and one half (1.5) months net reserves (net of IBNR and all Liabilities) at no additional cost for Employers. Eligible participants will be allowed to vote between either a plan reduction or participant contribution increases to maintain the plan and achieve the net reserves. Trustees will agree to implement the resulting changes.

#### **SECTION 19.5:**

The Employer is bound by the existing Trust Agreement covering the aforesaid Trust Fund and any amendments thereto. It is agreed that the Trust Agreement shall be amended to provide: (1) subsidized retiree health insurance benefits consistent with the terms of the Letter of Understanding Regarding Retiree Health Insurance dated March 17, 2002; (2) conversion of participants' existing "grace weeks" to a "benefit bank" measured in dollars; (3) that Part-Time employees hired on or after March 5, 2005 shall become eligible for coverage only after one year of continuous service following the date of hire; (4) electronic transmission of Employer Contribution payments; and (5) a "best efforts" attempt by the Trustees to develop a mechanism for participating employees to self-fund accounts to be used for paying the costs of retiree coverage.

### **ARTICLE 20** **RETIREMENT PLANS**

#### **SECTION 20.1: EMPLOYER'S COMPLETE WITHDRAWAL FROM MULTIEMPLOYER DEFINED BENEFIT PENSION PLANS**

A. The Employer's obligation to contribute to the United Food and Commercial Workers Unions and Employers Pension Plan shall permanently cease effective May 20, 2012.

B. The Employer's obligation to contribute to the United Food & Commercial Workers International Union-Industry Pension Fund shall permanently cease effective May 31, 2012.

#### **SECTION 20.2: DEFINED CONTRIBUTION PLAN:**

A. Contributions:

1) The Employer will make the following contributions to the United Food and Commercial Workers Local 1189 and St. Paul Food Employers Defined Contribution Plan



during the term of this Agreement for all bargaining unit employees (except Utility and Prime-Time employees) for all hours worked; together with hours of holiday and paid time off pay, up to forty (40) hours per week for up to fifty-two (52) weeks per year:

Classification	4/11/2022	4/10/2023
Full-Time Grocery Employees	\$1.89	\$1.93
Regular Part-Time Employees	\$1.39	\$1.43
Full-Time Meat Employees	\$2.06	\$2.10

The above-referenced Fund will be jointly administered by the Union and the participating Employers as provided in a Trust Agreement as it is developed by the parties and any amendments thereto.

2) No contribution shall be due to such Fund for any regular Part-Time employee until the employee has been employed for fifty-two (52) full calendar weeks in a position for which a contribution to such Fund is required.

B. Effective February 28, 1999, all bargaining unit employees who are eligible under the Trust Agreement will be allowed to make pre-tax contributions into a 401K plan which shall be jointly administered by the Union and the Employers as provided for in a Trust Agreement which establishes such Plan. The Employer is bound to the Trust Agreement as it is developed by the parties and any amendments hereto. It is understood that the Employer shall have no obligation to make any contribution to such 401K plan, to match any employee contributions to such plan, or otherwise to fund that plan.

C. Notwithstanding the terms of this SECTION 20.2, the Employer's obligation to make contributions to any retirement plans or funds in effect at the time of ratification of this Agreement shall be contingent upon and subject to a determination that such contributions may be made by the Employer without violation of any laws or regulations applicable to it or of any trust agreements or participation agreements to which it is a party or by which it is otherwise bound.

D. Employees who have completed their probationary period are eligible to make pre-tax contributions into a 401K plan.

**ARTICLE 21**  
**PAID TIME OFF RELIEF AND SUMMER WAIVER PERIOD, EMERGENCY**  
**WAIVER**

A. 1. Part-Time to Full-Time Waivers: Employees hired or scheduled for paid time off relief purposes and working thirty-two (32) hours or more per week from May 1 through January 1 shall not have payments made on their behalf as required for those employees averaging thirty-two (32) hours or more per week. Such relief employees are guaranteed a minimum of forty (40) hours of work per week for up to twelve (12) weeks during the May 1 – January 1 period. Such employees will be paid the appropriate Full-Time hourly wage rate but there will be no Full-Time health and welfare, or retirement contributions made on behalf of such

employees. The Employer will give consideration to current qualified employees for opportunities during these periods. If such an employee is retained on such a schedule after that period of time, a contribution to the appropriate retirement fund will be made in January based on hours worked in December. Contributions to the Health and Welfare fund will start January 1.

2. Sixteen (16) Week Waiver: The Employer may waive any current part-time employee to full-time for up to sixteen (16) weeks per calendar year. The employee will be paid at the appropriate full-time rate applicable to the classification utilized and will be scheduled for a minimum of forty (40) hours per week for each of the weeks the employee is on waivers. If such an employee is scheduled full-time in excess of the sixteen (16) weeks allowed under this provision, Full-time Contributions to the Health and Welfare and Pension funds will begin the first of that same month.

The Employer will notify the Union when an employee initially signs the waiver. The Employer will keep track of the weeks and classification(s) the employee worked as a waiver employee and submit them annually to the Union. The sixteen (16) week waiver can be used for any 1 – 16-week period(s) throughout the calendar year and need not be used or scheduled consecutively. This waiver cannot be used in conjunction with any other waiver during the calendar year this waiver is in effect.

B. Injury/Unplanned Absence Waiver: In the event that a Full-Time employee is absent or unavailable to work on an unplanned basis (e.g., as a result of injury, illness, surgery, FMLA leave, etc.) for a period of longer than one week, a replacement employee may be assigned for a period not to exceed twelve (12) weeks per occurrence. The replacement employee shall be paid at the applicable rate for the classification utilized and shall be scheduled for a minimum of forty (40) hours per week for the duration of the replacement period.

C. Signed Waiver: In all instances where an employee is waived from their current classification to another, a waiver agreement explaining the terms of this agreement will be signed by the employee and submitted to the Union.

D. Determining Appropriate Pay: Part-Time employees waived to Full-Time will be paid the starting Full-Time rate or the nearest higher wage rate on the Full-Time scale. Utility employees waived to Part-Time will be paid at the next highest Part-Time rate.

E. Benefits: During the waiver/replacement period, the employee will not accrue any benefits (e.g. health and welfare benefits, participation in retirement plans, holiday pay, paid time off pay, etc.) other than the appropriate wage rate, except in the case of a bargaining unit employee who is reassigned from a position with the Employer in which that employee currently receives benefits as provided for in this agreement, in which case those benefits will continue to be paid.

F. Holiday Pay: Current employees who are on Full-Time waivers and work the holiday will receive eight (8) hours of holiday pay at their waiver rate of pay. Utility employees who are on Part-Time waivers and work the holiday will receive their holiday pay at their waiver rate of pay.

**ARTICLE 22**  
**MANAGEMENT RIGHTS**

The Company's right to manage is retained and preserved except as abridged or modified by the restrictive language of this Agreement.

**ARTICLE 23**  
**SUCCESSOR**

In the event of sale of any store or stores covered by this Agreement, the new owner shall recognize the Union and the Agreement with all its provisions, and grant to all employees all rights and benefits provided for thereunder, including all seniority and service time accumulated, except that the new owner shall have a thirty (30) day probation period applied to all employees and may request, in addition thereto, another thirty (30) days in respect to any individual employees whom the Employer has reason to doubt their performance.

**ARTICLE 24**  
**DRUG AND ALCOHOL TESTING**

A. The Employer may neither administer nor require any employee 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 employee 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 employee's workplace conduct that would cause a reasonable person to believe that the employee 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 an employee 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 Employer agrees to offer the employee who has tested positive a mutually agreeable substance abuse program. The employee shall attend and complete the program in a timely manner. The Employer agrees to keep the employee in their current job while the employee attends the program.

**ARTICLE 25**  
**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 employees. These situations are called “dangerous emergencies” in this Agreement.

B. The Employer agrees that employees do not bear any responsibility to protect the store, any merchandise, or other people during a dangerous emergency. Rather, employees should protect themselves and, to the extent safely and reasonably possible, others in the store.

C. In cooperation with the Union, the Employer will develop procedures that employees should follow to protect themselves and co-employees during dangerous emergencies. These procedures will include: (1) where employees should go to protect themselves, (2) evacuation plans, (3) what employees should do, and (4) how prompt first aid and emergency medical treatment will be administered to injured employees. 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 employees, customers and others to report these matters to a manager or security guard.

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

E. 1. In cooperation with the Union, the Employer will, at least annually, train all employees on the dangerous emergency procedures, including how to recognize a potentially dangerous emergency, and where appropriate, how to de-escalate dangerous emergencies that are reasonably capable of de-escalation. New hires will undergo this training within the first thirty (30) days of employment. The Employer will pay all employees 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 employee is fluent. Trainings will use sign language or closed captioning.

F. The Employer will ensure that nothing, including equipment and merchandise, blocks or obstructs any part of entrances, exists, 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, all employees assigned to the store will be eligible to pursue any leave of absence offered by the Employer under the same terms and conditions.

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

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

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

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

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

a. Returning employees have the right to change their availability and the Employer will seriously consider the availability change request.

3. The Employer will transfer employees who choose not to return to their store to openings in stores nearest, at the employee's choice, to where the employee lives or their prior store. The Employer will exercise best efforts to transfer those employees 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 Employer will provide transferred employees 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 employees received at their prior store.

K. The Employer 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 Employer.

## **ARTICLE 26** **DISASTERS, PANDEMICS AND OTHER EMERGENCIES**

Provision that will apply in case of disasters, pandemics and other emergencies ("emergency provision").

A. **Application of Emergency Provision:** If a significant event occurs that affects employees, the workplace, or the safety and health of employees 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 employees. 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: Except as otherwise addressed in this emergency provision, during the emergency, the Employer 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 Employer's policies provide, the Employer will provide leave to any employee 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 employee stay home;
- (5) because the federal, state or local government advises that they are a higher risk of injury, illness, or health condition
- (6) because the employee believes that returning to work could risk the health or safety of the employee, co-workers or their families;
- (7) because the employee is caring for a family or household member who is staying home (a) based on a health care provider's recommendation, (b) because of a positive test for a disease or is awaiting the results of such a test, or (c) because of a health condition related to the emergency;
- (8) because the employee 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 Employer's recommendation or requirement, or
- (10) because the Employer closes the facility.

b. The Employer will provide such additional leave until, corresponding with the reason why the employee took leave (1) the relevant health care provider, government, or court declares that the employee may safely return to work; (2) the employee feels safe to return to work; (3) the Employer no longer recommends nor prohibits the employee from returning to work; or (4) the employee is no longer caring for a member of the employee's family or household.

2. Right to use any available leave: All employees have the right to use any available leave (including all leave in this Agreement or leave that any Employer policy or law provides) they are eligible for to address any effect of the emergency.

3. Employer's response for missing work: The Employer will not take any adverse action against an employee 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 employees who take any leave under this emergency provision will return with the same rate of pay and classification.

D. Working During the Emergency: During the emergency, the Employer will:

1. Accommodate employees who the government advises are a higher risk of illness, health condition or injury, including but not limited to providing them with a lower-risk assignment if available, and

2. Make best efforts to accommodate employees 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 employees to stores or facilities closer to their homes.

E. Continuation in Working Conditions and Benefits

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

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

3. Maintenance: The Employer will continue to maintain all benefits for such employees 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 employers to provide to active employees (for example, paid sick leave and disability benefits).

4. Government assistance: The Employer will take all actions necessary or advisable to advocate for, apply for, or receive government assistance for employees 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 employees, the Employer agrees to provide a copy to the Union, discuss the proposal with the Union and implement it only after the Employer 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 Employer will develop and implement a written, site-specific safety and health plan to eliminate or reduce the risks of injury, illness or death of employees related to the emergency. The Employer will update the plan as needed throughout the emergency. Before finalizing the plan, the Employer will meet with and discuss the plan, and all updates, with the Union and implement it only after the Employer and the Union have had sufficient discussion on its terms and conditions. The Employer 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 employees related to the emergency and to make recommendations to the Employer on how to reduce the risks. The Employer 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 per 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 Employer, the Union, and the committee will inspect the workplace. Every inspection will include persons who are knowledgeable about generally accepted good employee safety and health practices and the methodology of inspections, and at least one (1) employee knowledgeable in the health or safety risks being investigated.

e. Establish a process for how the Employer and the Union will investigate incidents, illnesses, injuries and other safety and health risks related to the emergency.

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

a. The Employer will provide all PPE at its own cost.



b. PPE may include, but not be limited to respirators, face masks, gloves, eye protection and hand sanitizer.

c. The Employer will train employees during paid work time how to properly put on, use, take off and dispose of PPE.

d. The Employer will provide employees adequate paid work time to put on, take off, and dispose of PPE.

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

5. Record log: The Employer will establish and maintain a log to record all employees who test positive for, diagnosed as having, or exhibiting symptoms of an infectious disease related to the emergency. The log will identify (a) the employee, (b) the date(s) the employee tested positive, was diagnosed with the disease, or began to exhibit symptoms, (c) the dates and times the employee was present at the facility, (d) the work areas where the employee was present in or walked through and (e) the employees who may have been exposed to that employee.


**ARTICLE 27**  
**TERM OF AGREEMENT**


This Agreement and any Addendums shall take effect upon Ratification and shall continue in full force and effect through April 5, 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.

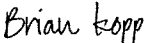
DATED THIS 17th DAY OF May, 2024.

FOR THE EMPLOYER:  
LUND FOOD HOLDINGS, INC.

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

DocuSigned by:  
  
5690379241FD4A6... 5/17/2024  
Casey Enevoldsen, Vice President Employee Experience

DocuSigned by:  
  
5B08230C0AF14F3... 5/20/2024  
Jim Gled, President

DocuSigned by:  
  
01A4EF20BDE7E474... 5/17/2024  
Brian Kopp, Vice President Retail Operations

**APPENDIX "A"**  
**WAGE RATES**

Classification	4/8/2024	4/14/2025
FT Top/Overscale	\$2.50	\$2.00
PT Top/Overscale	\$2.00	\$1.50
Utility Top/Overscale	\$2.00	\$1.50

Full-Time

Classification	Current	4/8/2024	4/14/2025
Department Managers	\$31.52	\$34.02	\$36.02
Journeyman	\$29.85	\$32.35	\$34.35
Full-Time Apprentices			
Grade 1	\$23.28	\$23.28	\$23.28
Grade 2	\$23.78	\$23.78	\$23.78
Grade 3	\$24.28	\$24.28	\$24.28
Grade 4	\$24.78	\$24.78	\$24.78
Grade 5	\$26.70	\$26.70	\$26.70
Grade 6	\$27.35	\$27.35	\$27.35
Grade 7	\$29.85	\$32.35	\$34.35
Full-Time Wrappers hired before 5/2/1986	\$28.04	\$30.54	\$32.54
Full-Time Wrappers hired after 5/1/1986 & Other than Journeyman			
Grade 1	\$17.23	\$17.23	\$17.23
Grade 2	\$18.23	\$18.23	\$18.23
Grade 3	\$19.23	\$19.23	\$19.23
Grade 4 (promoted/hired into classification after 8/18/22)	\$22.28	\$22.28	\$22.28
Grade 5	\$25.93	\$28.43	\$30.43
Full-Time Senior Retail Specialist	\$28.33	\$30.83	\$32.83
Full-time Universal Employee			
Grade 1	\$18.50	\$18.50	\$18.50
Grade 2	\$19.50	\$19.50	\$19.50
Grade 3	\$20.50	\$20.50	\$20.50
Grade 4 (promoted/hired into classification after 8/18/22)	\$21.97	\$21.97	\$21.97
Grade 5 (promoted/hired into classification after 8/18/22)	\$23.43	\$23.43	\$23.43
Grade 6 (promoted/hired into classification after 4/7/24)		\$24.93	\$24.93
Grade 7 (promoted/hired into classification after 4/7/24)		\$26.43	\$26.43
Grade 8 (promoted/hired into classification after 4/7/24)			\$27.93
Grade 9	\$25.93	\$28.43	\$30.43
Full-Time Maintenance			
Grade 1	\$14.25	\$14.25	\$14.25
Grade 2 (promoted/hired into classification after 8/18/22)	\$16.25	\$16.25	\$16.25
Grade 3 (promoted/hired into classification after 8/18/22)	\$18.25	\$18.25	\$18.25
Grade 4 (promoted/hired into classification after 8/18/22)	\$20.25	\$20.25	\$20.25
Grade 5 (promoted/hired into classification after 4/7/24)		\$22.25	\$22.25
Grade 6 (promoted/hired into classification after 4/7/24)		\$24.25	\$24.25
Grade 7	\$23.78	\$26.28	\$28.28

Part-Time

Regular Part-Time/Prime Time Part-Time	Current	4/8/2024	4/14/2025
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	\$18.40	\$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 4/7/2024** will go up three (3) grade progressions every six months during the term of this Agreement.
- Part-Time Employees hired/promoted **after 4/7/2024** will go up two (2) grade progressions every six months during the term of this Agreement.
- Top of Scale Employees will receive \$2.00/hour increase in April 2024 and \$1.50/hour increase in April 2025.

Part-Time

Part-Time Utility	Current	4/8/2024	4/14/2025
Grade 1	\$12.00	\$12.00	\$12.00
Grade 2		\$12.25	\$12.25
Grade 3 (hired into classification after 8/18/22)		\$12.50	\$12.50
Grade 4 (hired into classification after 8/18/22)		\$12.75	\$12.75
Grade 5 (hired into classification after 8/18/22)		\$13.00	\$13.00
Grade 6		\$13.25	\$13.25
Grade 7		\$13.50	\$13.40
Grade 8		\$13.75	\$13.75
Grade 9 (hired into classification after 4/7/24)		\$14.00	\$14.00
Grade 10 (hired into classification after 4/7/24)			\$14.25
Grade 11 (hired into classification after 4/7/24)			\$14.50
Grade 12 (hired into classification after 4/7/24)			\$14.75
Grade 13 (hired into classification after 4/7/24)			\$15.00
Grade 14 (hired into classification after 4/7/24)			\$15.25
Grade 15 (hired into classification after 4/7/24)			\$15.50
Grade 16	\$13.35	\$15.35	\$16.85

- Utility employees hired/promoted **on or before 4/7/2024** will go up three (3) grade progressions every six months during the term of this Agreement.
- Utility employees hired/promoted **after 4/7/2024** will go up two (2) grade progressions every six months during the term of this Agreement.
- Top of Scale Utility employees will receive \$2.00/hour increase in April 2024 and \$1.50/hour increase in April 2025.

Progressions will occur at the same time per year for all employees, regardless of anniversary date. Progressions will occur at the frequency as defined in the wage scale and take effect as follows:

Full-Time: One (1) year interval, effective second Monday in April

Part-time: Six (6)-month interval, effective second Monday of April and October; top of scale effective second Monday in April, one time per year.

Part-Time Supervisor Premium: \$1.50/hour shift differential for Part-Time supervisors in the Front End/Online departments when scheduled to perform this specific work. Shift differential is only paid on hours worked, excluding hours paid such as PTO, holidays, etc.

**APPENDIX "B"**  
**GROCERY DEPARTMENT**

**ADDENDUM**

A. Regular Part-Time employees who had 3120 hours or more on February 24, 1974, shall receive the following conditions:

- 1) A minimum schedule of twenty-four (24) hours per week.
- 2) Six (6) hours of holiday pay.
- 3) Opportunity to declare a desire for twenty-four (24) or more hours per week each six (6) months.

B. It is agreed that there will be a head produce clerk and either an assistant manager or head stock clerk in each store.

C. An employee assigned to be in charge of the dairy and frozen food department shall be designated as head dairy and frozen food clerk. Where an employer has an employee in charge of the dairy case and another in charge of frozen food, one or the other must be designated as filling the head classification and paid the head rate of pay.

D. An Employee regularly assigned to record keeping and bookkeeping functions in addition to the normal duties of a cashier will be designated as the head cashier. There shall be no more than one (1) head cashier per store and only in instances where the described additional duties have been assigned to an employee.

**APPENDIX "C"**  
**STORE CLOSING**

The Employer and the Union agree as follows:

1) In the event the Employer permanently discontinues operations at a store whose employees are covered by a collective bargaining agreement with the Union, severance pay shall be paid to eligible employees in the manner and to the extent set forth in this Agreement. Discontinuance of operations due to fire, flood, or other acts of God shall not be deemed discontinuance of operations by the Employer for any purpose of this Agreement.

2) A regular employee other than a Prime-Time employee having four (4) or more years of continuous employment whose employment is terminated on or before the date of the Employer's permanent discontinuance of operations at a store and by reason of such discontinuance of operations shall be eligible for severance pay except in the following situations:

a) The employee voluntarily terminates employment or is discharged for just cause prior to the date operations are discontinued; or

b) The employee is offered employment at the same location by a successor Employer or is offered employment at another location by the Employer or any other Company having a collective bargaining Agreement with these Unions or with another Union having a labor contract covering similar work in the Twin City Metro area; or

c) The employee is eligible for and actually receives benefits under any retirement plan to which the Employer makes contributions on the employee's behalf, or

d) The employee engages in any conduct which has the effect or is intended to disrupt or otherwise interfere in any way with the Employer's discontinuance of operations.

3) The amount of severance pay for any employee eligible therefore shall be one (1) week's average pay with a maximum of forty (40) hours' pay for each completed year of continuous employment in excess of four (4) but not to exceed a maximum of six (6) weeks' pay. Payment of severance pay shall be subject to any Federal or State withholding requirements.

4) For all purposes of this APPENDIX, a Full-Time meat employee is any employee who averaged more than (24) hours during that employee's basic work week for the fifty-two (52) week period immediately preceding termination of employment and continuous Full-Time employment shall mean employment as a regular Full-Time employee. One (1) week's average pay shall mean one (1) week's pay at the employee's straight time hourly rate based on that employee's average weekly hours worked during such fifty-two (52) week period.

5) Severance pay shall be paid at the rate of one (1) week's pay per week commencing with the second week following the number of weeks or parts thereof for which paid time off is paid: Provided, that any severance pay shall cease in the event the employee is recalled or offered employment by any Employer who is covered by a collective bargaining

Agreement with these Unions, (or with another Employer having a labor contract covering similar work in the Twin City Metro area), or who accepts the collective bargaining Agreement in effect with these Unions.

6) Upon acceptance of that employee's last payment of severance pay, an employee shall lose any and all seniority or recall rights or credit for previous experience under the collective bargaining Agreement with the Union.

7) The Employer shall continue contributions to the Health and Welfare Plan for four (4) weeks following the employee's termination of employment pursuant to ARTICLE 19 of the contract.

8) Except for unemployment compensation and paid time off payments due under the collective bargaining Agreement, any payment received other than payments provided pursuant to this Agreement because of an employee's termination of employment shall be deducted from any severance pay made hereunder.

9) The Employer shall give two (2) weeks' notice in advance of discontinuance of operations at a store to the Union and the employees employed at such store except when such notice is impossible due to circumstances beyond the Employer's control.

10) In consideration of the benefits provided by this Agreement, the Union agrees to cooperate fully in the Employer's discontinuance of operations and agrees not to engage in any strike, slowdown, or other concerted activity or to commence any legal action or to in any other way disrupt or otherwise interfere with the Employer's discontinuance of operations.

11) The Employer shall have no further obligations or liabilities arising from discontinuance of operations at any store other than as provided under this Agreement or under any other collective bargaining agreement with the Union. In the event the provisions of any other collective bargaining agreement are inconsistent with the provisions of this Agreement, the provisions of this Agreement shall prevail.

12) This Agreement shall expire one (1) year following the expiration date of the current collective bargaining agreement.



**APPENDIX "D"**  
**MEAT DEPARTMENT**

**LETTER OF UNDERSTANDING BY AND BETWEEN**  
**THE PARTIES TO THIS AGREEMENT**

During the negotiations for the 1992-95 Collective Bargaining Agreement, the parties eliminated any restrictions on the Employer scheduling meat department employees to work between the hours of 5:00 a.m. and 7:00 a.m. It was agreed, however, that it was the intent of the Employer to accommodate to the extent possible employees placed in a hardship position because of being unable to obtain child care between 5:00 a.m. and 7:00 a.m. by endeavoring not to schedule such an employee to work between these hours. Any employee scheduled between these hours who is placed in a hardship situation because of an inability to obtain suitable child care commitments shall substantiate that need for the Employer, and the Employer will endeavor to reschedule the employee such as by substituting another employee on the schedule for those particular hours. It is understood that the Employer retains the right to schedule employees to perform necessary work.

**APPENDIX "E"**  
**MEAT DEPARTMENT**

**LETTER OF UNDERSTANDING BY AND BETWEEN**  
**THE PARTIES TO THIS AGREEMENT**

During the negotiations for the 1992-95 Collective Bargaining Agreement, the parties converted to a weekly system of health and welfare contributions using the same language in ARTICLE 18 of that contract that is contained in the health and welfare language set forth in the Minneapolis Retail Grocery and Meat Contract. As a consequence, Full-Time contributions are only made on behalf of employees who work thirty-two (32) or more hours per week under the 1992-95 Agreement. In previous contracts, such contributions had been made on behalf of employees who averaged more than twenty-four (24) per week. The parties have agreed that should any Full-Time employee hired prior to March 1, 1992, covered by the Retail Meat Contract be scheduled to work more than twenty-four (24) but less than thirty-two (32) hours in a work week, the employee will still receive the Full-Time contribution specified in SECTION 19.2 of the 2005-08 Contract. Effective March 5, 1995, the average of thirty-two (32) hours per week during the reporting period as listed in SECTION 19.1 of the 2005-08 Contract shall be applied to employees covered by this Letter of Understanding by using the twenty-four (24) hour criteria.

March 9, 2008

**LETTER OF AGREEMENT #1**

With the implementation of the new jurisdictional language in the contract, as of March 9, 2008, the Employer, will make every endeavor to post schedules that are clear, concise and whenever possible show the employee's hours to be worked on a base schedule.

Employees, due to new jurisdictional language in the contract, as of March 9, 2008, shall not be adversely affected in regard to requests for personal time off. Employees who were previously guaranteed 24 hours minimum per week because of a) Article 16, or b) Section 2.7.C. "top" 24%, prior to March 9, 2008, will continue to be guaranteed a minimum of 24 hours, regardless of their position in the newly merged seniority list.

The employer will assume responsibility to train employees to perform the various tasks which may be assigned to them in the store.

**LETTER OF AGREEMENT #2**  
**Small Stores**

In negotiations for the Lund Food Holdings, Inc. Retail Grocery and Meat Contract, Lund Food Holdings, Inc., Lunds, Inc., Byerly's, Inc., and UFCW Local 1189 reached agreement on the following terms governing the operation of an employer's store containing 35,000 leasable square feet or less.

1. Ratio – Such a store is exempt from the ratio in Article 3 and does not count in total Employer ratio. The employees employed in any such store are not counted in the “total bargaining unit work force” for the ratio calculations in Article 3. Any reductions or changes in ratio shall be obtained through attrition.
2. Required Employees – In any such a store, the Employer will employ no fewer than five (5) Full-Time employees but will not be required to employ any minimum number of Department Head positions.
3. Sunday – Such a store is excluded from mandatory Full-Time staffing requirements in the Contract for Sunday hours.
4. Prime-Time Employees - If any such store does not have any utility employees, it may employ Prime-Time employees, so long as those Prime-Time employees do not exceed a maximum of twenty five percent (25%) of such store's UFCW Local 1189 bargaining unit workforce. If any such store does have utility employees, it may employ Prime-Time employees, so long as those Prime-Time employees do not exceed a maximum of twenty percent (20%) of such store's UFCW Local 1189 bargaining unit workforce.
5. Complete Agreement – Except as set forth in this Letter of Agreement, the Contract governs the terms and conditions of employment in such stores, including those provisions governing scheduling, layoffs and transfers.
6. Notice to Union – The Employer will notify the Union when it decides to utilize this Letter of Agreement.

**LETTER OF AGREEMENT #3**  
**Utility Classification**

In addition to the duties allowed under Article 6, Section 6.4, Utility employees may also face non-perishable items but may not stock the shelves. To face or facing products consists of pulling products forward, stacking or leveling products and turning products so that the labels are uniform. Utility employees may not be scheduled to face and may only do so during down times during the regularly scheduled shift performing the duties outlined in Article 6, Section 6.4.

Regular Part-Time and Prime Time Part-Time employees will be offered maximum hours before Utility employees are allowed to face. No Regular Part-Time or Prime Time Part-Time employee will see a reduction in hours as a result of this letter of agreement. The Employer is committed to managing Utility facing as described above. Any reported concerns with this being used in excess will be jointly investigated and reviewed by the Employer and Union.

This letter of agreement will sunset at the expiration of this contract – April 5, 2026.

**LETTER OF AGREEMENT #4**  
**PRIME TIME PART-TIME**

Tuesday will remain outside the work week for Prime Time Part-Time employees. 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 Part-Time employees to bid on. If no Prime Time Part-Time employee bids on the open hours, the hours shall be assigned to a regular Part-Time employee by reverse seniority. In the event a Prime Time Part-Time employee is awarded hours for a Tuesday shift, the Union will be notified. Prime Time Part-Time employees shall have their classification noted on their posted schedules.

This letter of agreement will sunset at the expiration of this contract – April 5, 2026.