

## **Vertical Endeavors Contract Highlights**

### **Non-Economic Highlights**

#### Grievance procedure pg 5

Ability to dispute contract violations, improper discipline, disparate treatment, or violations of the law through a formal process

Final step is binding arbitration

#### Full time hours pg 9

36 hours or more per week, averaged and calculated quarterly, to meet FT requirements (instead of 38-40 hours per week)

#### Attendance policy pg 9

10 minute grace period

Ability to earn back attendance points by picking up shifts

#### Safety training pg 16

Practical (hands-on) safety training every 6 months

Can request topics for refresher training

No one will be asked or allowed to operate any equipment without proper training

#### Trans and NB language pg 18

Enforceable commitment from company to honor correct names and pronouns

#### Labor-Management Committee pg 19

Quarterly meeting to improve communication and try to informally solve any problems that are not covered by the contract/grievance procedure

#### Security cameras pg 19

Cameras cannot be used to surveil employees

Cameras can be reviewed to make sure procedures are followed

#### Performance reviews pg 20

All employees will receive an annual performance review to check in with how they are doing

## Non competes pg 20

In accordance with MN law, non-compete agreements are null and void

## Travel Expenses pg 22

Coaches will be sent to events to support team members if threshold is reached

Travel time and mileage will be reimbursed at higher rates

## Economic highlights

### Holidays pg 12

Part timers will accrue holiday pay

### PTO pg 13

Part timers will gain the ability to schedule PTO (same bank for vacation/sick)

Full timers who resign with 2 weeks' notice will be paid out unused PTO

### Insurance pg 24

Employer will pay 60% of premiums

### Wages p 25

\$1.50/hour increase or placed on the appropriate scale, whichever is more

3.5% increases in years 2 and 3

Company is able to pay above scale but not below

### Ratification bonus pg 38

\$100 one-time bonus to all employees at date of ratification