

TENTATIVE AGREEMENT
Between
MINER'S INC.
And
UFCW LOCAL 1189

Article 4, Hours of Labor

4.9 **Rest Periods.** Each Employee who works more than (4) hours shall receive a fifteen (15) minute paid rest period. Employees who work seven (7) hours per day or more shall receive two fifteen (15) minute paid rest periods, one before lunch and one after lunch. If an employee has two (2) Fifteen (15) minutes paid rest periods during their shift, such rest periods may be combined only upon approval of management, based on store operational/staffing needs at the time of the request. Such approval may be granted or withdrawn at management's discretion based on business needs. **(Grocery)**

4.9 **Rest Periods.** All Full-time Employees shall be entitled to rest a period of fifteen (15) minutes in the forenoon and afternoon of each day, for which they shall be compensated at their regular rate of pay. Part-time Employees working more than a four (4) hours consecutive shift shall be entitled to a rest period of fifteen (15) minutes. Employees may be required to punch in and punch out. If an employee has two (2) Fifteen (15) minutes paid rest periods during their shift, such rest periods may be combined only upon approval of management, based on store operational/staffing needs at the time of the request. Such approval may be granted or withdrawn at management's discretion based on business needs. **(Meat)**

Employees can combine their 2, 15 minute breaks pending on work flow and approval from manager.

Tentative Agreement Date: _____

ER: _____

UN: _____

*TENTATIVE AGREEMENT
Between
MINER'S INC.
And
UFCW LOCAL 1189*

Article 6, Laundry-Uniform

6.3 Employees will receive 1 shirt per year on their anniversary date. **(Grocery)**

6.2 Employees will receive 1 shirt per year on their anniversary date. **(Meat)**

Employees will receive a shirt upon hire and anniversary date.

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UN: _____

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Article 7A Apprenticeships

7A.2 **Apprentice Openings.** When an Apprenticeship opening occurs, ~~a notice will be posted in the store, informing all Employees of the opening and encouraging employees to apply.~~ Employees shall be given the first opportunity to fill such openings, provided they have the ability and are available to perform the work. All postings must remain posted for a period of not less than seven (7) days. Employees within the seniority category who have signed the posting and have the qualifying abilities and are available will be awarded the position by seniority. If no such Employees in the category apply who are qualified and available, Employees outside that seniority category that are qualified and available will be allowed to apply and the position will be awarded by seniority with the Employer, regardless of Full time or Part time status. If no Employee applies, the Employer is free to pick whoever it chooses to fill the vacancy. ~~The opening will be filled on a non-discriminatory basis.~~

Employees withing the department, then the store will have seniority bidding rights on open meat cutter apprenticeship positions.

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TENTATIVE AGREEMENT
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Article 8, Vacations

Full-time (FortyPlus) Employees

8.3 **Vacation Pay Calculation.** Vacation pay for Full-time Employees shall be at the Employee's straight time rate and shall be based upon the average number of hours ~~paid~~ ~~worked~~ for each week in the preceding year for each week of vacation to which the Employee is entitled, inclusive of overtime, ~~not to exceed forty (40) hours per week.~~ (Grocery)

8.3 **Vacation Pay Calculation.** Vacation pay for Full-time Employees shall be at the Employee's straight time rate and shall be based upon the average number of hours ~~worked~~ ~~paid~~ for each week in the preceding year for each week of vacation to which the Employee is entitled, inclusive of overtime, time worked on Sunday, and time while on jury duty or training duty with an Employee's national guard or reserve unit. (Meat)

Part-time (including ThirtyPlus) Employees

8.7 **Vacation Pay Calculation.** Vacation pay shall be based on the average number of hours ~~worked~~ ~~paid~~ on a weekly basis during the year. "During the year" means the fifty-two (52) weeks immediately preceding the Employee's anniversary date. (Grocery and Meat)

This means that you will accrue vacation/PTO for all hours paid. Previously you would not accrue additional vacation time on holiday or vacation hours as they were not worked.

Tentative Agreement Date: _____

ER: _____

UN: _____

**MINER'S/UFCW 1189 – TENTATIVE AGREEMENT
NOVEMBER 14, 2025**

**ARTICLE 8
PTO Vacations**

Full-time (FortyPlus) Employees

~~8.1 **Vacation Benefit.** Full-time Employees shall be entitled to annual vacation of one week after one (1) year of employment, two (2) weeks after the second year, three (3) weeks after the eighth year, and four (4) weeks after the fifteenth year.~~

8.1 Paid time off (PTO) is designed to meet on a fair and equitable basis the individual employee's need for personal time off. PTO may be used for vacation, illnesses, family emergencies, health, safety, dental care, personal business and other elective absences.

8.2 All employees are eligible for PTO accrual based on hours paid by Miner's, Inc. Accrual of PTO starts on the date of hire. Employees are eligible to begin using accrued PTO immediately.

8.3 Full-time Employees and part-time employees hired prior to May 1, 2005, shall be entitled to the following paid time off based on years of service as of anniversary of employment as follows:

Seniority	Accrual Rate	Max PTO hours in Bank*
Less than a year	0.0333	Up to 48
1-7.99	0.0462	96
8-14.99	0.08846	136
15+	0.10769	176

*PTO ceases accrual when the "max PTO in bank" number is reached. PTO accrual will re-start when the employee dips below the maximum.

8.4 *Vacation during Holiday Week.* Full-time Employees taking their vacation during a holiday week shall be given one (1) extra day of eight (8) hours' vacation or pay in lieu thereof.

8.5 *Vacation PTO Pay Calculation.* Vacation PTO pay for Full-time Employees shall be at the Employee's straight time hourly rate and accrual shall be based on hours paid by Miner's.

8.6 *Vacation PTO Pay Proration.* Full-time Employees with 6 months of service who quit, are laid off, or dismissed, except dismissed for cause, shall be entitled to payout of an accrued, unused PTO.

8.7 *Part-time Vacation PTO Credit.* Employees who move from a part-time into a full-time position shall receive credit for their years of service and shall be placed at the appropriate full-time accrual rate based on their overall seniority at the time of the move. Employees will start to accrue at the appropriate full-time accrual rate based on the their years of service at the start of their full time employment.

Part-time (including ThirtyPlus) Employees

8.8 **~~Vacation~~ PTO Benefit.** ~~Part-time Food Handling Employees hired before May 1, 2005 shall be entitled to vacation of three (3) weeks after the seventh (7th) year and four (4) weeks after the fifteenth annual vacation of one week after one (1) year of employment, two (2) weeks after the second year, and three (3) weeks after the eighth year.~~

Part-Time Food Handling (hired after 6-29-08) and Part-Time Non Food Handling Employees (hired after 5-1-05)

Seniority Accrual Rate Max PTO in Bank*

Less than a year	0.0333	Up to 48
1-7.99	0.384	80
8+	0.576	120

*PTO ceases accrual when the "max PTO in bank" number is reached. PTO accrual will re-start when the employee dips below the maximum.

Part-time Food-Handling Employees hired prior to June 29, 2008 and Part-time Non-Food Handling Employees hired before May 1, 2005 will receive two (2) personal days at seven (7) hours per day

Seniority Accrual Rate PTO Hours Cap

15+	0.0836	174
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8.9 **~~Vacation~~ PTO Pay Calculation.** PTO pay shall be based on the average number of hours worked compensated by Miner's on a weekly basis. during the year. "During the year" means the fifty-two (52) weeks immediately preceding the Employee's anniversary date.

8.10 **~~Vacation~~ PTO Pay Proration.** Part-time Employees with one year or more of continuous service with an Employer who quit, are laid off, or dismissed, except dismissed for cause, shall be entitled to **payout of any accrued, unused pro-rated PTO.** ~~vacation calculated as a completed percentage of the employee's anniversary year.~~

8.11 **Part-time Nonfood Handling Employees.** Part-time Nonfood Handling Employees, Baggers, and Utilities, shall be entitled to **PTO as follows:** ~~annual vacation of one (1) week of paid vacation after two (2) years of employment and two (2) weeks of paid vacation after five (5) years, based on average hours worked.~~

Seniority (yr) Accrual Rates PTO Hours

0-4.99	0.033	48 (62 if hired prior to 5-1-05)
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5+	0.03846	80
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Applicable to Full-time and Part-time Employees.

8.12 ***Vacation PTO Preference.*** ~~Vacation~~ PTO shall, as far as possible, be granted for the period preferred by the Employee, but should the granted time requested by the Employee interfere with the operation of the business, the Employer and Employee will mutually arrange a ~~vacation~~ PTO time as near as possible to the time desired by the Employee that will not interfere with the operation of the business.

8.13 ***Vacation PTO Blockout.*** The Employer may block out three (3) weeks during the year. During these three (3) weeks, no ~~vacation~~ PTO shall be scheduled. The three (3) weeks that the Employer chooses to block will be indicated prior to the January 1st ~~vacation~~ PTO selection date and may not be modified once set.

8.14 ***Vacation PTO Signup.*** A vacation sign up schedule shall be posted the first banking day following January 1st of each year. Employees taking a full week of vacation or longer may request that their PTO ~~vacation~~ period include a full week end. The Employer shall grant such request unless there is a justifiable reason to deny such request. ~~Vacations~~ PTO shall be scheduled on a calendar year basis and shall be scheduled on the basis of seniority provided the more senior employee notified the employer of their requested PTO ~~vacation~~ dates in writing prior to March 1st of each year. After March 1st, ~~vacation~~ PTO dates shall be scheduled on a first come-first served basis without regard to seniority and not subject to bumping. The Employer will approve the ~~vacation~~ PTO sign-up by March 15th each year. In all other cases, each Employee will be notified of their PTO ~~vacation~~ period within two (2) weeks of receiving the employee's written request.

8.15 ***Vacation PTO Changes.*** The Employer reserves the right to make changes in ~~vacation~~ PTO periods when considered advisable for efficient operation. If a PTO ~~vacation~~ week that was granted and approved prior to March 1st becomes available after March 1st, that PTO ~~vacation~~ time shall be offered in order of seniority. ~~Vacations~~ PTO for each year must be taken during the year or be forfeited, with the exception of unusual and compelling circumstances acceptable to the employer. Requests will not be unreasonably denied.

8.16 ***Minimum PTO Vacations.*** In each store, the following may be gone on PTO ~~vacation~~ at any one time: A minimum of one Full-time grocery Employee; one Part-time grocery Employee. In no instance may more than one department head be on PTO ~~vacation~~ at the same time.

8.17 ***Workers Compensation.*** An Employee absent from work because of worker's compensation injury will have the time absent from work counted as time worked for a period of up to eight (8) weeks.

8.18 ***Single Vacation PTO Days.*** Employees with two (2) or more weeks of PTO ~~vacation~~ may take one (1) week of ~~vacation~~ PTO in single day increments. Single ~~vacation~~ PTO days will be scheduled on a mutually

agreeable basis with a minimum notice of the week before the schedule is posted. Full weeks shall take precedence over single ~~vacation~~ **PTO** days. Single days will be selected following full week **PTO** ~~vacation~~ sign up and will be granted on a first come, first serve basis, based on the criteria set forth in Section 8.11 above. Employees may take single day **PTO** ~~vacation~~ time off in a minimum of 4-hour increments (or the balance, if less than 4 hours) for any approved absence.

8.19 **~~Store Vacation~~ **PTO Deviations****. In those stores where mutual agreement can be achieved, a procedure for ~~vacation~~ **PTO** selection shall be adopted as a matter of company policy.

Personal Days

~~8.18 **Full-time (FortyPlus) Employees**. Two (2) additional personal days off with pay shall be granted to Full-time Employees hired before May 1, 2005 by mutual agreement between the Employer and the Employee so that Employees on an individual basis will have a three-day weekend counting their regular day off. Full-time Employees hired after April 30, 2005 shall be granted two (2) personal days with pay after five (5) years of employment. Personal day pay shall be eight (8) hours per day for eligible Full-time Employees.~~

~~8.19 **Part-time (including ThirtyPlus) Employees / Nonfood Handling Employees**. Part-time Food-Handling Employees hired prior to June 29, 2008 and Part-time Non-Food Handling Employees hired before May 1, 2005 will receive two (2) personal days. Personal day pay shall be seven (7) hours per day for eligible Part-time Employees.~~

Dated: 11/14/2025



FOR THE EMPLOYER

Dated: 11/14/25



FOR THE UNION

This is the new language transitioning vacation time to PTO. Personal holidays are included in the calculation for accruals.

**MINER'S/UFCW 1189 –
TENTATIVE AGREEMENT – NOVEMBER 14, 2025**

**ARTICLE 15
HEALTH AND WELFARE AND PENSION**

Health Fund

15.11 Coverage Continuation. In the event of absence of an Employee from work because of injury, illness or sickness, the Employer shall continue to make the required contributions for a period of three (3) months from the date on which the Employee leaves active employment due to injury, illness, or sickness. The forgoing shall be applied consistent with and in conjunction with, any FMLA leave granted by the Employer, including a rolling 12 month eligibility period for additional FMLA and coverage under this paragraph. The Employer and Employee shall continue to make the required contributions for an employee that is granted MN Paid Family and Medical Leave per MN § 268(b). If an Employee is (a) off because of illness, sickness, or injury beyond the three (3) month period, (b) on a leave of absence, (c) on military leave, or (d) laid off from employment, they shall be permitted to continue coverage as a member of the group by paying in advance the regular monthly premium as paid by the Employer after the respective date that contributions by the Employer cease pursuant to the provisions hereof, provided that such coverage may be continued only to the maximum period allowed under the rules established by the Trustees.

Full-time (FortyPlus) Employees

15.14 Fund Merger. The parties agree that in the event the Health and Welfare Fund is merged, consolidated, affiliated, or otherwise combined with any other union health plan, the Employer may elect to terminate participation in the Health and Welfare Fund so long as the Employer provides replacement medical coverage that has a comparable schedule of benefits.

15.16 Contribution Rate. The Employer will pay the full monthly Family contribution, less a premium share of \$19.25 per week paid by the employee (starting January 1, 2026) to the Health and Welfare Fund for each *FortyPlus* (Full-time) Food Handling Employee (as defined in Article 10)paragraph 10.3(a)) with dependents and hired before May 1, 2005 ~~according to the following schedule:~~

Effective Date

January 1, 2026

**Total Contribution Amount (employer
+ employee)**

\$2,1741,700

January 1, 202~~7~~³

\$2,1741,725

January 1, 2028

\$2,174

In the event the Fund increases contribution rates during the term of this Agreement, such increases shall be handled as follows: (a) first 8% of any increase is split 50/50 between employee and employer; (b) the employer will cover any increase between 8-12%; (c) Any increase in excess of 12% will be split 50/50 between employee and employer.

15.17 **Family and Single Coverage Premium Share** (post 5-1-05). The Employer will pay the full contribution for Single coverage for Full-time Employees hired after April 30, 2005, less a premium share of \$11/week paid by the employee. The Employer will also pay 87.5% of the difference between the Single contribution rate and the Family contribution rate if the Full-time Employee requests Family coverage.

~~15.18 **Employees without Dependents.** The Employer will make the full contribution for Single coverage for all Full-time Employees who have no dependents.~~

15.19 **Both Spouses working for Employer.** Where both spouses work full-time for the same Employer, the Employer will pay one Family contribution (subject to appropriate election and applicable co-pay, if any) and one Single contribution, less an employee premium share as outlined in this Article. The Family contribution will apply to the spouse with the earlier hire date. Change of status will determine future coverage level. If the Family coverage Employee loses Family coverage eligibility then the Single covered Employee will change to Family coverage.

15.20 **New FortyPlus Employees.** The Employer agrees to make Health Fund contributions on behalf of each *FortyPlus* (Full-time) Employee on the first of the month following one month of active service as a Full-time Employee. Full-time Employees hired from within the Company shall be eligible to elect Family benefits commencing on the 1st day of the month following date of hire as a Full-time Employee provided the Employer has made at least three months of contribution on the Employee at the Single contribution rate, less any applicable employee premium share.

15.21 **Required Hours.** Except as otherwise required by applicable law, in the event a Full-time Employee's compensated hours (hours actually worked, vacation hours, personal day hours, holiday hours, etc.) in any month do not exceed an average of thirty (30) hours per week, but do exceed twenty-four~~eighteen~~ (24)~~18~~ hours or more per week (provided same are available to employee for scheduling), the Employer will make Single health and welfare fund contributions on the Employee's behalf for the ensuing month.

Eligible Part-time Employees

15.22 *Contribution Rate.* The Employer agrees to continue to pay monthly contribution for Single coverage for each *ThirtyPlus* Part-time Food Handling Employee, each *Grandfathered* Part-time Food Handling Employee, and each Non-food Handling Employee working 30 hours per week or more (hereafter “Eligible Part-time Employees”) ~~as defined in paragraph 10.8~~ to the Health and Welfare Fund according to the following schedule, less an employee premium share outlined below:

<u>Effective Date</u>	<u>Total Contribution Amount</u> <u>(employer + employee)</u>
January September 1, 202 62	<u>\$955715</u>
January 1, 202 73	<u>\$955740</u>
January 1, 202 84	<u>\$955</u> <u>Employer/Employee split increases 50/50</u>

In the event the Fund increases contribution rates during the term of this Agreement, such increases shall be handled as follows: (a) first 8% of any increase is split 50/50 between employee and employer; (b) the employer will cover any increase between 8-12%; (c) Any increases in excess of 12% will be split 50/50 between employee and employer

15.23 *Required Hours.* Except as otherwise required by law, in the event an Eligible Part-time Employee’s compensated hours (hours actually worked, vacation hours, personal day hours, holiday hours, etc.) in any one month do not equal or exceed an average of 2418 hours of work per week per Health Fund contribution period (12 periods per year), the Employer is not required to make any Health and Welfare contribution on the Employee’s behalf for the ensuing month. Employees may use up PTO to 3 days of vacation per year for the sole purpose of increasing compensated time in the event the employee is short hours for purposes of a monthly health fund contribution. If PTO vacation is already scheduled, that time must be removed from the PTO vacation schedule.

15.24 *New Eligible Part-time Employees.* The Employer agrees to make Health Fund contributions at the Single contribution rate (less any applicable cost sharing outlined below) on behalf of each Eligible Part-time Employee on the 1st of the month following seven (7) months of active employment. Eligible Part-time Employee eligibility will begin the first of the month after the Employer’s first contribution.

15.25 **Ineligible Employees.** New Part-time Employees, including Part-time Nonfood Handling Employees, hired after September 30, 2014, who do not average 30 hours or more per week shall not be eligible for health coverage.

15.26 **Pre 10/1/14 Eligible Employee Premium Share.** The Employer will continue to pay the full Single contribution rate for *ThirtyPlus* employees hired before October 1, 2014 and *Grandfathered* Part-time Employees as defined in paragraph 10.3 (grocery) and 10.10 (meat)⁸. Effective January 1, ~~2026~~²⁰¹⁸, The Employer will pay the Single contribution rate for Eligible Employees hired before October 1, 2014 who elect health care coverage under the Health and Welfare Fund reduced by a "premium share" to be paid by the Eligible Employee through a payroll deduction of ~~\$13.759~~^{\$5536} for the first 4 pay periods (total of ~~\$5536~~) each month toward the monthly contribution rate. This weekly contribution rate shall apply for both plan years 2026 and 2027. In the event the Fund increases contribution rates during the term of this Agreement, such increases shall be handled as follows: (a) first 8% of any increase is split 50/50 between employee and employer; (b) the employer will cover any increase between 8-12%; (c) Any increase in excess of 12% will be split 50/50 between employer and employee.

~~Effective January 1, 2028, the Employer and Employee will split any premium increases equally. Effective January 1, 2023 the foregoing payroll deduction shall increase to \$10 for the first 4 pay periods (total of \$40) and effective January 1, 2024 the foregoing payroll deduction shall increase to \$11 for the first 4 pay periods (total of \$44).~~

15.27 **Post 10/1/14 Eligible Employee Premium Share.** The Employer will continue to pay the Single contribution rate for Non-Food Handling Employees averaging 30 hours per week or more Sunday through Saturday and for *ThirtyPlus* Employees hired after September 30, 2014 who elect health care coverage under the Health and Welfare Fund reduced by a "premium share" to be paid by the employee through a payroll deduction of ~~\$430~~^{\$160} for the first 4 pay periods of each month ~~(total of \$160), effective January 1, 2026. Effective January 1, 2023 the foregoing payroll deduction shall increase to \$31 for the first 4 pay periods and effective January 1, 2024 the foregoing payroll deduction shall increase to \$32 for the first 4 pay periods.~~^{15.28} In the event the Fund increases contribution rates during the term of this Agreement, such increases shall be handled as follows: (a) first 8% of any increase is split 50/50 between employee and employer; (b) the employer will cover any increase between 8-12%; (c) Any increase in excess of 12% will be split 50/50 between employer and employee.

~~This weekly contribution rate shall apply for both plan years 2026 and 2027. Effective January 1, 2028, the Employer and Employee will split any premium increases equally.~~


~~15.28 **Transitional Employee Premium Share.** The transitional employee group was eliminated by the parties in 2022. Any transitional employee effected by this change will move to the post 10/1/14 employee group for purposes of all other wages and benefits.~~


15.29 **Continued Eligibility.** Once an Eligible Employee has received coverage through the Health and Welfare Fund the employee will, subject to the other contribution provisions set forth in this Agreement, remain eligible to continue participation in the Fund regardless of whether the employee averages 30 hours or more per week.

15.30 **Family Coverage Election.** Eligible Employees averaging 30 hours per week or more Sunday through Saturday as calculated under the Affordable Care Act (ACA) rules as adopted by the Employer shall be offered the opportunity to elect Family coverage in accordance with the ACA requirements and eligibility rules established by the Health & Welfare Fund Trustees. In addition to any Single coverage premium share paid by the part-time employee, the Eligible Employee electing Family coverage shall also pay as an additional premium share equal to 100% of the difference between the Single and Family contribution amount.

The parties agree to establish an Insurance Advisory Committee composed of an equal number of representatives from management and the union, not to exceed three (3) bargaining unit members, all of whom must be active participants in the Health Plan at the time of the Committee's meetings. The committee's purpose is to identify and evaluate strategies to manage and contain total insurance costs for the mutual benefit of both parties.

The committee shall convene twice annually, in April and October, to review insurance data and cost trends, and such meetings shall not exceed two (2) hours in length except by mutual agreement. In the event that the projected annual premium increase equals or exceeds 9%, the parties agree to meet within 30 days to conduct a joint cost and trend analysis, with the goal of developing corrective measures as appropriate.

Dated: 11/14/2025

FOR THE EMPLOYER

Dated: 11/14/25

FOR THE UNION

The Employer will increase their contribution rates from \$765 to \$955 for single coverage, and \$1750 to \$2174 for family coverage. Premium shares will also increase for Full and Part Time employees. Also, there will be minimum hours (24) of availability to qualify for coverage. This doesn't mean you have to work 24 hours, just be available for 24 hours to be scheduled.

Miner's/UFCW 1189
Employer Wage proposal presented 11-14-25 9:30 AM

Food Handling Dept MGN Including Bakery and Deli	Current	DOR	4/25/2026	4/25/2027
Start (12 Months)	\$ 19.28	\$ 19.95	\$ 20.55	\$ 21.17
Step 1 (12 Months)	\$ 19.82	\$ 20.51	\$ 21.13	\$ 21.76
Step 2 (12 months)	\$ 20.77	\$ 21.50	\$ 22.14	\$ 22.81
Step 3 (12 Months)	\$ 21.35	\$ 22.10	\$ 22.76	\$ 23.44
Step 4 (12 Months)	\$ 21.75	\$ 22.51	\$ 23.19	\$ 23.88
Step 5 (12 months)	\$ 22.05	\$ 22.82	\$ 23.51	\$ 24.21
Step 6 (12 Months)	\$ 22.35	\$ 23.13	\$ 23.83	\$ 24.54
Step 7 (12 Months)	\$ 22.65	\$ 23.44	\$ 24.15	\$ 24.87
Step 8 (12 months)	\$ 22.95	\$ 23.75	\$ 24.47	\$ 25.20
Step 9 (12 Months)	\$ 23.25	\$ 24.06	\$ 24.79	\$ 25.53
Step 10 (12 Months)	\$ 23.75	\$ 24.58	\$ 25.32	\$ 26.08
top and over scale		\$ 1.15	\$ 1.15	\$ 1.15

Assistant Store Managers plus \$.50 over applicable rate

Newly appointed dept managers enter wage

Prgression on next higher wage rate above their current wage rate

	Current			
Full time Food Handling Employees				
Start (12 moinths)	\$ 16.42	\$ 16.99	\$ 17.50	\$ 18.03
Step 1 (12 Months)	\$ 17.42	\$ 18.03	\$ 18.57	\$ 19.13
Step 2 (12 Months)	\$ 17.67	\$ 18.29	\$ 18.84	\$ 19.40
Step 3 (12 Months)	\$ 17.97	\$ 18.60	\$ 19.16	\$ 19.73
Step 4 (12 months)	\$ 18.27	\$ 18.91	\$ 19.48	\$ 20.06
Step 5 (12 Months)	\$ 18.57	\$ 19.22	\$ 19.80	\$ 20.39
Step 6 (12 Months)	\$ 18.87	\$ 19.53	\$ 20.12	\$ 20.72
Step 7 (12 months)	\$ 19.27	\$ 19.94	\$ 20.54	\$ 21.16
Step 8 (12 Months)	\$ 19.57	\$ 20.25	\$ 20.86	\$ 21.49
Step 9 (12 Months)	\$ 19.87	\$ 20.57	\$ 21.18	\$ 21.82
top and over scale	\$ 0.75	\$ 1.00	\$ 1.00	\$ 1.00

Full-time Bakery Deli, Includes FT Decorators

Start (12 Months)	\$ 15.00	\$ 15.53	\$ 15.99	\$ 16.47
Step 1 (12 Months)	\$ 15.35	\$ 15.89	\$ 16.36	\$ 16.85
Step 2 (12 Months)	\$ 16.05	\$ 16.61	\$ 17.11	\$ 17.62
Step 3 (12 Months)	\$ 16.40	\$ 16.97	\$ 17.48	\$ 18.01
Step 4 (12 Months)	\$ 16.75	\$ 17.34	\$ 17.86	\$ 18.39
Step 5 (12 months)	\$ 17.05	\$ 17.65	\$ 18.18	\$ 18.72
Step 6 (12 Months)	\$ 17.35	\$ 17.96	\$ 18.50	\$ 19.05
Step 7 (12 Months)	\$ 17.60	\$ 18.22	\$ 18.76	\$ 19.33
Step 8 (12 Months)	\$ 17.90	\$ 18.53	\$ 19.08	\$ 19.65
Step 9 (12 Months)	\$ 18.30	\$ 18.94	\$ 19.51	\$ 20.09
Top of Scale over Scale	\$ 0.75	\$ 1.00	\$ 1.00	\$ 1.00

Part time Grocery and Thirty Plus Food Handling Employees

Start	\$ 13.70	\$ 14.18	\$ 14.60	\$ 15.04
Step 1 (560) hours	\$ 14.35	\$ 14.85	\$ 15.30	\$ 15.76
Step 2 (1040 Hours)	\$ 14.60	\$ 15.11	\$ 15.56	\$ 16.03
Step 3 (1040 Hours)	\$ 14.85	\$ 15.37	\$ 15.83	\$ 16.31

Miner's/UFCW 1189
Employer Wage proposal presented 11-14-25 9:30 AM

Step 4 (1040 Hours)	\$ 15.10	\$ 15.63	\$ 16.10	\$ 16.58
Step 5 (1040 Hours)	\$ 15.65	\$ 16.20	\$ 16.68	\$ 17.18
Step 6 (1040 Hours)	\$ 16.20	\$ 16.77	\$ 17.27	\$ 17.79
Step 7 (1040 Hours)	\$ 16.70	\$ 17.28	\$ 17.80	\$ 18.34
Step 8 (1040 Hours)	\$ 17.25	\$ 17.85	\$ 18.39	\$ 18.94
Step 9 (1040 Hours)	\$ 17.80	\$ 18.42	\$ 18.98	\$ 19.54
over the top	\$ 0.55	\$ 1.00	\$ 0.70	\$ 0.70

Utility Non Food Handling Employees	Current			
	\$ 12.50	\$ 13.50	\$ 13.50	\$ 13.50
Over rate		\$ 0.55	0.55	0.55

	Current			
Head Meat Cutter	\$ 28.85	\$ 30.00	\$ 31.15	\$ 32.30
Journey Person	\$ 26.88	\$ 27.88	\$ 28.88	\$ 29.88
OverScale		\$ 1.00	\$ 1.00	\$ 1.00

Apprentice Meat Cutter	Current			
Start	\$ 14.05	\$ 14.54	\$ 14.98	\$ 15.43
Step 1 (1010 Hour)	\$ 14.55	\$ 15.06	\$ 15.51	\$ 15.98
Step 1 (+1040 Hours)	\$ 15.05	\$ 15.58	\$ 16.04	\$ 16.53
Step 2 (+1040 Hours)	\$ 16.61	\$ 17.19	\$ 17.71	\$ 18.24
Step 3 (+1040 Hours)	\$ 16.88	\$ 17.47	\$ 17.99	\$ 18.53
Step 4 (+1040 Hours)	\$ 17.30	\$ 17.91	\$ 18.44	\$ 19.00
Step 5 (+1040 Hours)	\$ 17.95	\$ 18.58	\$ 19.14	\$ 19.71
Step 6 (+1040 Hours)	\$ 20.38	\$ 21.09	\$ 21.73	\$ 22.38
Step 7 (+1040 Hours)		\$ 1.00	\$ 1.00	\$ 1.00

Full time Meat Helper	Current			
Start (12 Months)	\$ 16.42	\$ 16.99	\$ 17.50	\$ 18.03
Step 1 (12 Months)	\$ 17.42	\$ 18.03	\$ 18.57	\$ 19.13
Step 2 (12 Months)	\$ 17.67	\$ 18.29	\$ 18.84	\$ 19.40
Step 3 (12 Months)	\$ 17.97	\$ 18.60	\$ 19.16	\$ 19.73
Step 4 (12 Months)	\$ 18.27	\$ 18.91	\$ 19.48	\$ 20.06
Step 5 (12 Months)	\$ 18.57	\$ 19.22	\$ 19.80	\$ 20.39
Step 6 (12 Months)	\$ 18.87	\$ 19.53	\$ 20.12	\$ 20.72
Step 7 (12 Months)	\$ 19.27	\$ 19.94	\$ 20.54	\$ 21.16
Step 8 (12 Months)	\$ 19.57	\$ 20.25	\$ 20.86	\$ 21.49
Step 9 (12 Months)	\$ 19.87	\$ 20.57	\$ 21.18	\$ 21.82
Top and over scale	\$ 0.75	\$ 1.00	\$ 1.00	\$ 1.00

Part time Meat Helper				
Start	\$ 13.70	\$ 14.18	\$ 14.60	\$ 15.04
Step 1 (+560 hours)	\$ 14.35	\$ 14.85	\$ 15.30	\$ 15.76
Step 2 (+1040 Hours)	\$ 14.60	\$ 15.11	\$ 15.56	\$ 16.03
Step 3 (=4040 Hours)	\$ 14.85	\$ 15.37	\$ 15.83	\$ 16.31
Step 4 (+1040Hours)	\$ 15.10	\$ 15.63	\$ 16.10	\$ 16.58
Step 5 (+1040 Hours)	\$ 16.65	\$ 17.23	\$ 17.75	\$ 18.28
Step 6 (+1040 Hours)	\$ 16.20	\$ 16.77	\$ 17.27	\$ 17.79
Step 7 (+1040 Hours)	\$ 16.70	\$ 17.28	\$ 17.80	\$ 18.34

Miner's/UFCW 1189
Employer Wage proposal presented 11-14-25 9:30 AM

Step 8 (+1040 Hours)	\$ 17.25	\$ 17.85	\$ 18.39	\$ 18.94
Step 9 (+1040 Hours)	\$ 17.80	\$ 18.42	\$ 18.98	\$ 19.54
top and over scale	\$ 0.55	\$ 1.00	\$ 0.70	\$ 0.70


 11/14/25


Dylan. Hansen 11/14/2025

The new wage grid increases every year. Employees still on the grid will receive wage increase at their hourly/anniversary milestones and again annually on the contract year.

**MINER'S/LOCAL 1189 –
FULLY RECOMMENDED TENTATIVE AGREEMENT**

1. Term of agreement – 3 years (from ratification – maintain current expiration day/month)
2. Wages - See attached, increases will be retroactive to contract expiration if Agreement is ratified by December 5, 2025.
3. Health insurance – (See attached revised proposal).
4. PTO – (See attached revised proposal)
5. Modify 21.4(B) to provide that employee must work the majority of their shift between 10 pm and 6 am to qualify for the \$1.50 premium. Current employees receiving this premium will not be affected, but employees hired after ratification must meet the revised definition to receive the premium.
6. The Employer and Employee shall share equally in the cost of any premiums under the Minnesota Paid Family Medical Leave Act, beginning January 1, 2026.

Dated: 11/14/2025

FOR THE EMPLOYER

Dated: 11/14/25

FOR THE UNION