

2026 Knowlan's Supermarkets UFCW 1189 Proposal
Presented Jan. 27, 2026

These proposals are offered by Knowlan's Supermarkets, dba Festival Foods and Knowlan's Meat Department, in a good faith effort to reach a negotiated successor contract to our respective collective bargaining agreement with UFCW Local 1189 that expires on April 4, 2026. In many cases the CBA contains multiple references to a concept that Knowlan's is proposing changing; if agreed, the parties would need to echo that change elsewhere in the agreement. Any agreement as to a specific proposal is considered to be a tentative agreement subject to the final agreement between us and the Union concerning all matters related to these negotiations. Knowlan's reserves the right to add, modify, subtract, or delete any of its proposals at any time during these negotiations.

Proposals Common to All Five Grocers

Proposal 1

- Contract is effective upon ratification.

Proposal 2

- Article 2: Wages, Hours and Working Conditions
 - Section 2.1: Wage Rates
 - Add, and renumber paragraphs.

B. City, State, or Federal Minimum Wage and Other Wage Increases: Any unscheduled wage increases received in the twelve (12) months prior to any scheduled wage progression may be credited against the scheduled wage progression increase. If an employee has received more than the scheduled progression in unscheduled wage rate adjustments during the prior twelve (12) months, it shall be at the Employer's discretion whether that employee will receive the scheduled wage progression. In the event the minimum wage is increased, the parties agree that no employee shall receive both a minimum wage increase and a scheduled wage progression in any calendar year. An employee shall receive only the greater of either a scheduled wage progression or the combined value of a minimum wage increase and wage decompression increase, if applicable. When there is an increase in the minimum wage, the wage rate for all employees shall be raised to the new minimum wage. The employer may apply greater hourly wage increases at its discretion to address wage compression.

Proposal 3

- Article 2: Wages, Hours and Working Conditions
 - Section 2.1: Wage Rates

BC. Past Experience:

1) — An employee shall receive full credit for past experience provided they return to work for the same company and into the same classification, with no more than a three year break in service. The employee will receive

~~credit for all past hours and will be placed at the appropriate corresponding wage rate and will progress from there.~~

~~21)~~ When an employee returns to work for the same company, is hired from a different Employer, or is being promoted from part-time to full-time, the 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, the employee will receive credit for the minimum number of hours corresponding to that wage rate and will progress from there.

~~32)~~ 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.

Proposal 4

- Article 2: Wages, Hours and Working Conditions
 - Section 2.5: Sunday Work

A. The Employer may be open Easter Sunday provided the store is staffed ~~entirely first~~ with volunteers, then mandated in reverse seniority order.

Proposal 5

- Article 2: Wages, Hours and Working Conditions
 - Section 2.5: Sunday Work

E. Rates of pay shall be as follows:

1) Straight time pay for:

a. All Senior Retail Specialists (including department heads) and Full-time Maintenance employees hired or promoted from part-time after March 8, 2008.

b. Retail Specialist, Universal employees, Regular Part-time, and Prime-time.

c. Courtesy Clerks.

~~2) Straight time plus a \$.50 per hour premium for:~~

~~a. All Courtesy Clerks.~~

~~32)~~ Time and one-half (1-1/2) the straight time rate of pay for:

a. All Senior Retail Specialist employees (including department heads) and Full-time Maintenance employees hired or promoted from part-time before March 9, 2008.

b. All Meat employees (full and part-time).

Proposal 6

- Article 2: Wages, Hours and Working Conditions
 - Section 2.7: Temporary Replacement of Department Heads

~~If an employee in a “head” position is gone for five (5) days or more (forty (40) hour work week), the employee filling in will receive the applicable “head” rate of pay but only in instances where the described additional duties have been assigned to the employee.~~

Proposal 7

- Article 2: Wages, Hours and Working Conditions
 - Section 2.13: Scheduling Restrictions

A. Night work: Night work shall be defined as any shift with an ending time after 10:00 p.m. It is agreed that no full-time employee except for ~~prime-time part-time employees or~~ those employees on the night stock crew shall be required to work more than three (3) nights per week.

Proposal 8

- Article 3: Full-Time/Part-Time Ratios

The Employer must maintain a minimum total ~~grocery~~ bargaining unit workforce, ratio of Full-time to part-time, of 25%:75%; no less than 20% of the Employer’s full-time ~~grocery~~ bargaining unit workforce will consist of full-time employees exclusive of Retail Specialist employees; the remaining 5% may be made up with Retail Specialist employees. Full-time waivers employees, if they are not current employees will not count in this ratio. Waiver, Prime-time and Courtesy Clerk employees are excluded from this ratio. Part-time employees who have been approved to work fewer than the minimum scheduled hours are also excluded from this ratio. Regular Part-time employees on Full-time waivers will be counted as Part-time.

Proposal 9

- Article 4: Seniority
 - Section 4.1: Acquiring Seniority

A. Seniority within the individual store and with the Employer shall become effective ~~thirty (30) days after the date of hire after the employee has worked sixty (60) shifts~~ and shall then date back to the original date of employment.

B. Prior to the end of the ~~thirty (30) day~~ sixty (60) shift probationary period, the Employer may request in writing an additional ~~thirty (30) day~~ sixty (60) shift probationary period in the case of an employee found questionable by management. If the Union approves, an additional ~~thirty (30) day~~ sixty (60) shift probationary period may be instituted after which time, if the employee remains in the employ of the Employer, the seniority date shall revert back to their original date of employment.

C. Employees promoted from courtesy clerk to prime time or regular part-time will have a ~~thirty (30) day~~ sixty (60) shift probation period to demonstrate the ability to perform basic job functions. Employees who fail to perform basic job functions will be returned to their previous position and previous rate of pay without loss of seniority.

D. The employee's seniority date and classification will be posted in the appropriate location.

Proposal 10

- Article 4: Seniority
 - Section 4.6: Application of Seniority

B. Layoff and Rehire:

3) Regular Part-Time:

a. For layoff and recall purposes, regular part-time employees shall have seniority within their store.

~~b. — For lay-off and recall purposes, regular part-time employees, excluding Courtesy Clerk employees, will be Company wide regular part-time seniority after five (5) years of employment as a regular part-time clerk. In the event of layoff, a regular part-time employee with five (5) or more years of employment will bump the most junior regular part-time employee with the Company.~~

~~b.~~ In the case of layoff, a regular part-time employee has the right to bump Courtesy Clerk employees (and be paid the appropriate Courtesy Clerk rate) within the regular part-time employee's store, provided the regular part-time employee has greater total regular part-time and/or Courtesy Clerk seniority than the employee being bumped.

~~d.~~ No regular part-time employee may be laid off until all prime time part-time employees in the store have been laid off.

4) Prime Time Part-Time (PTPT):

- a. PTPT employees will be laid off first as a group within the store. The first PTPT to be laid off will be the most recently hired, without regard to grocery/delicatessen designation.
- b. In the event of a reduction in the work force at one of the Employer's stores, all PTPT must be laid off before employees in any other seniority classification may be laid off.
- c. Laid off PTPT employees shall have no right to bump or displace any other employee.
- d. PTPT do not have seniority rights for any other purpose.

5) Courtesy Clerk Seniority: Courtesy Clerk employees shall acquire seniority for layoff and recall and as set forth in PARAGRAPH ~~D.33.d~~, on a store-wide basis.

Proposal 11

- Article 5: Holidays
 - Section 5.3: Holiday Work Week

A. 1) 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. Those employees who are working under the four (4) day ten (10) hour schedules shall be scheduled to work three (3) day ten (10) hour schedules.

2) During a holiday week, if it is necessary to reschedule an employee on a four (4) day ten (10) hour work week to a five (5) day eight (8) hour schedule, such employee will receive ten (10) hours holiday pay at straight time if otherwise qualified.

~~B.——If Christmas falls on any day except for Sunday the basic workweek for full-time employees shall be thirty-two (32) hours. When Christmas Eve falls on Sunday the preceding week shall be forty (40) hours and the following work week shall be thirty-two (32) hours.~~

~~C.——When Christmas Eve falls on Sunday, the preceding work week shall be forty (40) hours and the following work week will be thirty two (32) hours (thirty (30) hours for the four (4) day ten (10) hour scheduled employees).~~

Proposal 12

- Article 2: Wages, Hours and Working Conditions
 - Section 2.6: Overtime Pay

B. Holiday Work and Overtime: All Full-time employees will receive premium pay (time and one-half) 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 Easter, and Christmas on an emergency basis while the store is closed shall be paid for at one and one-half (1-1/2) times the employee's regular rate of pay.

- Article 5: Holidays Defined
 - Section 5.1: Holidays Defined

F. The Employer may be open for ~~continuous operations New Year's Eve through~~ New Year's Day, under the conditions set forth in SECTION 5.4.

- Section 5.4: ~~New Year's Eve~~, New Year's Day, Thanksgiving Day, and Summer Holiday Operation Conditions:

A. Full-Time

1) Work on ~~New Year's Eve after 6:00 p.m.,~~ New Year's Day, Thanksgiving Day, and the summer holidays shall be strictly voluntary for all regular full-time employees. Holiday work shall be rotated among the volunteers. Work performed on the summer holidays and on New Year's ~~(after 6:00 PM on New Year's Eve and on New Year's Day)~~ Day and Thanksgiving Day shall be outside the regular work week.

2) All regular full-time employees who work on these holidays shall receive time and one-half (1-1/2) for work performed on the sixth (6th) day of the holiday work week. A Senior Retail Specialist, Universal Employee or Retail Specialist employee who does not work on these holidays shall receive time and one-half (1-1/2) for work performed on the fifth (5th) day of the holiday work week.

3) All regular full-time employees will receive premium pay (time and one-half) for hours worked ~~after 6:00 p.m. on New Year's Eve, and hours worked~~ on New Year's Day and Thanksgiving Day.

4) Compensation for work on the summer holidays shall be straight-time for all hours up to eight (8) in addition to holiday pay provided the employee is eligible for holiday pay based on the eligibility rules of this ARTICLE 5. Hours worked in excess of eight (8) on the summer holidays shall be compensated at time and one-half (1-1/2) the employee's straight-time rate.

B. 1) Work on New Year's Day and Thanksgiving Day shall be voluntary for all meat department employees. Work on Memorial Day, Fourth of July and Labor Day (the "summer holidays"), shall be voluntary for all meat department employees who were hired prior to May 2, 1983, and may be required

for employees hired thereafter. The stores shall first be staffed by volunteers according to the following steps (in numerical order).

- a. Journeyman Meat Cutter Volunteers,
- b. Apprentice Meat Cutter Volunteers.
- c. Wrapper volunteers.
- d. Other Than Journeyman volunteers.
- e. Outside Extra Journeyman Meat Cutters or the Employer can run dry.
- f. Application of Steps c through e shall apply to volunteers qualified to perform the duties.

C. Regular Part-Time and Courtesy Clerks

1) Hired before May 15, 1983

- a. Work on the summer holidays, Thanksgiving and New Year's Day shall be voluntary for all regular part-time and Courtesy Clerk employees. 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. In the event there are insufficient volunteers to staff the store, the Employer may schedule the required number of employees by reverse order of store seniority by classification.
- b. No employee shall be required to work on more than one (1) of the three summer holidays per year. The required maximum of work on one (1) of the summer holidays is considered to be fulfilled by the employee whether the employee volunteers or is scheduled by the Employer under the reverse seniority system outlined above.

2) Hired on or after May 15, 1983

Any regular part-time and Courtesy Clerk employee hired on or after May 15, 1983, may be scheduled to work on the summer holidays, New Year's Day or Thanksgiving.

3) All part-time and Courtesy Clerks

- a. 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.
- b. Work performed on the summer holidays and on New Year's ~~(after 6:00 PM on New Year's Eve and on New Year's Day)~~ Day and Thanksgiving Day shall be outside the regular work week for the purposes of "Minimum Scheduled Hours" and "Temporary Full-Time" as set forth in ARTICLE 2 of this Agreement.
- c. Compensation for work on the summer holidays shall be straight-time for all hours up to eight (8) in addition to holiday pay provided the employee is eligible for holiday pay based on the eligibility rules of this ARTICLE 5. Hours worked in excess of eight (8) shall be compensated at time and one-half (1-1/2) the employee's straight-time rate.

Proposal 13

- Article 8: 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.

Proposal 14

- Article 8: Leave of Absence
 - Section 8.7: S.P.U.R. (Special Project Union Representative):

The Employer agrees that it will provide a leave of absence to employees other than Department Heads 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. No more than one (1) S.P.U.R. leave shall be granted per store at any given time. The Union will provide a 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 Pension programs as provided by the Agreement during this leave of absence. The Employer would provide this leave without loss of seniority; ~~however, a Department Head may not return to a Department Head position.~~

Proposal 15

- Article 10: Discharge

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.~~

Proposal 16

- Article 13: Union – Employer Cooperation
 - 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. Upon arrival, the Union Representative shall make their presence known to the Store Manager or the Manager on Duty (MOD).

Proposal 17

- Article 15: Grievance and Arbitration
 - Section 15.1: Grievance

A. A grievance is any controversy over the employer's adherence to the terms and provisions of this Agreement. When a grievance arises in a store, the employee (with or without the Union representative) may attempt first to settle the matter with their 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,~~ may 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, or reasonably should have had 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~~The Union may submitted to any grievance to arbitration by either party notifying the other involved employer in writing of its desire to do so and obtaining the panel of arbitrators within . 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. 1) Employer Violations: 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 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.~~ By mutual agreement, Federal Mediation and Conciliation Services (FMCS) may be utilized instead of the Bureau of Mediation Services.

- 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~~To obtain a panel of arbitrators, the Union shall petition the Federal Mediation and Conciliation Service (FMCS) (or, if FMCS is not available, the American Arbitration Association) for a list of seven (7) neutral arbitrators, all of whom are members of the National Academy of 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.~~

Proposal 18

- 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. All Employer rights, functions, responsibilities and authority, not specifically limited by the express terms of this Agreement, are retained by the Employer and remain exclusively within the rights of the Employer. These include, but are not limited to, the right to plan, determine, direct and control store operations and hours, the right to study and introduce new methods, facilities and products, the right to direct and control the work force, including the determination of its size and composition, scheduling and assignment of work, and also including the right to hire, assign, demote, promote and transfer, to lay off or reduce the hours of work because of lack of work, to discipline, suspend or discharge for just cause, and to establish and maintain reasonable rules and regulations covering the operation of the store.~~

Proposal 19

- Article 25: Drug and Alcohol Testing

D. The Employer agrees to offer the employee who is tested positive a mutually agreeable substance abuse program. The employee shall attend and complete the program in a timely manner within one hundred twenty (120) calendar days, which may be extended by mutual agreement of the Employer and the Union. The Employer agrees that the employee has the right to continue working at the employee's current job while the employee attends the program.

Clean-Up Common to All Five Grocers

Proposal 20: Eliminate all vestigial dates throughout.

Proposal 21: Add Minnesota Rest and Meal Break MOU to the back of the CBA.

Proposal 22: Eliminate Appendix regarding clerks/head cashier designation.

- ~~Appendix “B”: 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.~~

Proposal 23: Strike Appendix D: 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.~~

Proposals Common to Two or More Grocers

Proposal 24

- Article 2: Wages, Hours and Working Conditions
 - Section 2.14: Other Working Conditions

B. Meetings: When an employee is required to attend a meeting by the Employer, this time shall be considered as time worked. Required meetings are not subject to scheduling rules set forth in this Agreement.

Proposal 25

- Article 2: Wages, Hours and Working Conditions
 - Section 2.2: Work Week/Workday

A. The basic workweek for full-time meat department employees hired before April 6, 2026, shall be forty (40) hours to be worked in any five (5) days from Monday through Saturday. The basic workweek for all other full-time meat department employees shall be forty (40) hours to be worked in any five (5) days. Eight (8) hours shall constitute the basic workday. Daily hours shall be consecutive.

- Section 2.5: Sunday Work

E. Rates of pay shall be as follows:

1) Straight time pay for:

a. All Senior Retail Specialists (including department heads) and Full-time Maintenance employees hired or promoted from part-time after March 8, 2008.

b. Retail Specialist, Universal employees, Regular Part-time, and Prime-time.

c. Courtesy Clerks.

d. All meat department employees (full and part-time) other than Journeymen and Wrappers hired on or after April 6, 2026.

2) Time and one-half (1-1/2) the straight time rate of pay for:

a. All Senior Retail Specialist employees (including department heads) and Full-time Maintenance employees hired or promoted from part-time before March 9, 2008.

b. ~~All Meat employees (full and part-time)~~ All meat department employees (full and part-time) hired before April 6, 2026.

Proposal 26

- Article 4: Seniority
 - Section 4.6: Application of Seniority

D. Job Posting

1) The Employer will post all full-time openings (excluding meat department and department heads) for bargaining unit positions ~~and will promote from within the bargaining unit employees with six (6) months or more of 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 the 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. Notwithstanding, the provisions of this section, promotions and hiring into the department head classification will be within the discretion of the Employer.

Proposal 27

- Article 5: Holidays
 - Section 5.2: Computation of Holiday Pay

C. Courtesy Clerk and Prime Time Part-time: ~~In the first year of employment, after ninety (90) days, Courtesy Clerk and Prime time part time employees will receive holiday pay when the employee works the holiday.~~ A Courtesy Clerk or Prime time part-time employee who has 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 work days.

Proposal 28

- Article 5: Holidays
 - Section 5.1: Holidays Defined

G. Personal Holidays:

- All regular 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. The balance of an employee's Personal Holiday time shall not exceed two times (2x) the annual Personal Holiday time granted to the employee.

Proposal 29

- Article 7: Vacations
 - Section 7.1: Vacation Allowance

F. The Employer may limit an employee's carryover of PTO to two times (2x) their annual accrual.

Proposal 30

- Section 8.8: Minnesota Paid Family Leave

The Minnesota Department of Employment and Economic Development ("DEED") determines eligibility for Minnesota Paid Family and Medical Leave ("PFML") benefits. Paid leave premiums will be collected starting January 1, 2026, with benefits available to employees that same date. Starting January 1, 2026, the Employer will deduct from employees' pay fifty percent (50%) of the premium DEED charges to employers up to any statutory cap on employee premiums. The Employer will pay any remainder of the premium. For example, if the PFML premium is zero point eighty-eight percent (0.88%) of each employee's eligible wages and the cost may be shared on a 50:50 basis, the Employer and employee will pay the PFML premium as follows: (1) zero point forty-four percent (0.44%) will be paid by employee (the Employer will withhold this amount from the employee's paycheck); and (2) zero point forty-four percent (0.44%) will be paid by the Employer.

Paid time off (PTO) or other paid time off benefits provided for in this Agreement may be taken as "supplemental benefits" for those who qualify for family medical benefits under Minnesota Statute Chapter 268B. The total amount of family or medical leave benefits provided under Minnesota Statute Chapter 268B, plus the "supplemental benefits" paid to the employee by the Employer, shall not exceed 100% of the regular wage of the employee. Employees may not be required to exhaust accumulated PTO or other forms of paid time off benefits before or while taking family medical leave under Minnesota Statute Chapter 268B. An employee may use PTO or other forms of paid time off or disability insurance payments in lieu of family medical leave program benefits under Chapter 268B, provided the employee is eligible.

Eligible employees may take at least 480 hours of intermittent leave in a year under Minnesota Statute Chapter 268B; however, any leave needed beyond the 480 hours' time must be taken as continuous leave.

PFML will run concurrently with leave taken under the federal Family and Medical Leave Act (FMLA) and the Minnesota Pregnancy and Parenting Leave law, if the employee and the purpose of leave qualifies under each respective law. PFML will also run concurrently with leave taken under any disability plan or an employer-provided leave benefit.

The Employer retains the right to implement a private plan substitution should state legislation and commissioner approval be granted. This private plan shall provide no less than the minimum benefits required under any said state law. The Employer shall have the ability to design its private plan however it sees fit, provided it receives commissioner approval. The Employer further reserves the right to discontinue this benefit in the event that the applicable state legislation is repealed.

Clean-Up Common to Two or More Grocers

Proposal 31

- Article 13: Union – Employer Cooperation
 - Section 13.9: Bargaining Committee Members

All hours served be an employee as a member of the Union negotiating committee will be considered as hours worked for benefit purposes including: health insurance, pensions, and vacation benefit calculations. It is agreed that the employer will pay the health insurance, pension/retirement, and PTO accruals and the Union will pay the wage and applicable taxes.

Proposal 32: Replace existing Defined Contribution Plan language in Article 20 with Roth Deferral LOA.

Proposal 33: Strike Appendix F: Letter of Understanding Meat Cutters Apprenticeship.

~~During the negotiations of the 2022-2024 collective bargaining agreement, the Employer agreed to seriously consider participation in a JATC Minnesota State-certified apprenticeship program with UFCW Local 1189 and will meet with Local 1189 to discuss being a charter participant in the program.~~

Proposals Unique to Knowlan's

Proposal 34

- Article 1: Union Security
 - Section 1.5: Jurisdiction

I. 1) Universal employees and retail specialist employees will be allowed to perform all functions in the store, including the meat department, with the exception of those jobs specifically designated as Journeymen and Apprentice meat cutters. Universal employees and retail specialist employees may ~~not~~ perform work in the processing areas of the

meat department, including wrapping or the service case, ~~before 1pm Monday through Friday.~~ Part-time grocery employees may work in the meat department including wrapping, waiting on the trade and filling all cases; ~~These part time employees may not work before 1pm Monday through Friday.~~ (These duties for Universal employees, retail specialists and part-time grocery employees are in addition to the duties outlined in paragraph B). Meat employees: Journeymen, Apprentices, Wrappers and Other Than Journeymen, hired on or before March 9, 2008 will not lose hours or be removed from their historical schedule of hours because of the utilization of other employees in the meat department.

~~2) — When only one (1) meat cutter is scheduled to work within the day, grocery employees will be allowed to work in the meat department before 1 pm. In the event two (2) or more meat cutters are to be scheduled within a given work day, grocery employees will not be allowed to start before 1 pm Monday thru Friday.~~

Proposal 35

- Article 2: Wages, Hours and Working Conditions
 - Section 2.4: Scheduling Option

All full-time meat department employees shall have the option of working five (5) days ~~(including Sunday at time and one-half (1-1/2) the regular rate of pay) between Sunday and Saturday~~ with two ~~consecutive~~ days off during the week, or working six days. The Employer will use its best efforts to schedule the meat department based on such employee elections, subject to the Employer's ability to schedule employees as needed to ensure adequate staffing and coverage. ~~Meat department employees will make their scheduling elections four (4) times each year, to be effective for three (3) month periods. It is understood that no employee hired prior to May 1, 1983 may be required to work on Sundays.~~

Clean Up Unique to Knowlan's

Proposal 36: Strike all references to pharmacy employees throughout the agreement.

Proposal 37: Strike all references to the wrapper classification throughout the agreement.