

2026 Jerry's Enterprises Inc. UFCW 1189 Package Economic Proposal
Presented April 6, 2026

These proposals are offered by Jerry's Enterprises Inc. 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 Jerry's Enterprises Inc. is proposing to change; 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. Jerry's Enterprises Inc. reserves the right to add, modify, subtract, or delete any of its proposals at any time during these negotiations.

Duration Proposal

Contract effective upon Ratification and expiring 11:59pm on April 7, 2029

Wage Scales - 1189 St. Paul and 1189 CM

Jerry's Foods Proposed Wage Rates- FT

FULL TIME				
<i>Effective Dates</i>	Current	At Ratification	4/4/2027	4/2/2028
<i>Top and overscale Increases</i>		0.50	0.50	0.50

DEPARTMENT HEADS	Current	At Ratification	4/4/2027	4/2/2028
Asst MGR/Head stock	\$33.62	\$34.12	\$34.62	\$35.12
All Other (Non-Meat) Dept Heads	\$33.22	\$33.72	\$34.22	\$34.72
Journeyman	\$33.70	\$34.20	\$34.70	\$35.20
Head Meat Cutter	\$34.37	\$34.87	\$35.37	\$35.87
<i>Top and overscale Increases</i>		0.50	0.50	0.50

POST RATIFICATION

DEPARTMENT HEADS*	Current	At Ratification	4/4/2027	4/2/2028
All Dept Heads				
0-1 year	-	\$33.72	\$33.72	\$33.72
1-2 year	-	-	\$34.22	\$34.22
2+	-	-	-	\$34.72

****Meat Manager and all other Department Heads***

Proposal: Add classification for "MEAT MANAGER" (replacing Head Meat Cutter) that would slot in the All Dept. Heads classification.

WRAPPERS AND OTHER-THAN JOURNEYMAN	Current	At Ratification	4/4/2027	4/2/2028
POST 4/7/2024				
Start-1 Year	\$20.75	\$20.75	\$20.75	\$20.75
1 - 2 YEARS	\$22.75	\$22.75	\$22.75	\$22.75
2 - 3 YEARS	\$24.75	\$24.75	\$24.75	\$24.75
3 - 4 YEARS	\$26.75	\$26.75	\$26.75	\$26.75
4+	\$28.93	\$29.43	\$29.93	\$30.43
<i>Top and overscale Increases</i>		0.50	0.50	0.50

APPRENTICES	Current	At Ratification	4/4/2027	4/2/2028
1-1040 Hours	\$22.00	\$22.50	\$23.00	\$23.50
1041-2080 Hours	\$23.50	\$24.00	\$24.50	\$25.00
2081-3120 Hours	\$25.50	\$26.00	\$26.50	\$27.00
3121-5201 Hours	\$29.25	\$29.75	\$30.25	\$30.75
5202 + Top of Scale	\$33.70	\$34.20	\$34.70	\$35.20
Top and overscale Increases		0.50	0.50	0.50

Senior Retail Specialist Employees	Current	At Ratification	4/4/2027	4/2/2028
HIRED/PROMOTED BEFORE 4/9/08				
	\$32.18	\$32.68	\$33.18	\$33.68
Top and overscale Increases		0.50	0.50	0.50

**3 current Universal ee's will move to top scale on their anniversary

Universal	Current	At Ratification	4/4/2027	4/2/2028
Pre 4/5/2026				
0-6 MONTHS	\$16.90	\$16.90	\$16.90	\$16.90
6-12 MONTHS	\$17.90	\$17.90	\$17.90	\$17.90
12-18 MONTHS	\$18.90	\$18.90	\$18.90	\$18.90
18-24 MONTHS	\$19.90	\$19.90	\$19.90	\$19.90
2-3 YEARS	\$20.90	\$20.90	\$20.90	\$20.90
3-4 YEARS	\$21.90	\$21.90	\$21.90	\$21.90
4-5 YEARS	\$22.90	\$22.90	\$22.90	\$22.90
5-6 YEARS	\$23.90	\$23.90	\$23.90	\$23.90
6-7 YEARS	\$24.90	\$24.90	\$24.90	\$24.90
7+ YEARS	\$29.78	\$30.28	\$30.78	\$31.28
Top and overscale Increases		0.50	0.50	0.50

Same as HNB Full-time

Universal	Current	At Ratification	4/4/2027	4/2/2028
POST RATIFICATION				
0-6 MONTHS		\$18.90	\$18.90	\$18.90
6-12 MONTHS		\$19.90	\$19.90	\$19.90
12-18 MONTHS		\$20.90	\$20.90	\$20.90
18-24 MONTHS		\$21.90	\$21.90	\$21.90
2-3 YEARS		\$22.90	\$22.90	\$22.90
3-4 YEARS		\$23.90	\$23.90	\$23.90
4-5 YEARS		\$24.90	\$24.90	\$24.90
5-6 YEARS		\$25.90	\$25.90	\$25.90
6-7 YEARS		\$26.90	\$26.90	\$26.90
7+ YEARS	\$27.55	\$28.05	\$28.55	\$29.05
Top and overscale Increases		0.50	0.50	0.50

Wrappers & Other Than Journeyman	Current	At Ratification	4/4/2027	4/2/2028
Start-1 Year	\$17.73	\$17.73	\$17.73	\$17.73
1 - 2 YEARS	\$18.73	\$18.73	\$18.73	\$18.73

2 - 3 YEARS	\$19.73	\$19.73	\$19.73	\$19.73
3+	\$29.78	\$30.28	\$30.78	\$31.28
Top and overscale Increases		0.50	0.50	0.50

Jerry's Foods Proposed Wage Rates- PART-TIME

PART TIME				
Effective Dates	Current	At Ratification	4/4/2027	4/2/2028
Top and overscale Increases		0.30	0.30	0.30

Same as HNB scale

Regular Part-Time	Current	At Ratification	4/4/2027	4/2/2028
HIRE -520 HOURS	\$13.75	\$13.75	\$13.75	\$13.75
NEXT 520 HOURS	\$14.00	\$14.00	\$14.00	\$14.00
NEXT 520 HOURS	\$14.50	\$14.50	\$14.50	\$14.50
NEXT 520 HOURS	\$15.00	\$15.00	\$15.00	\$15.00
NEXT 520 HOURS	\$15.50	\$15.50	\$15.50	\$15.50
NEXT 520 HOURS	\$16.00	\$16.00	\$16.00	\$16.00
NEXT 520 HOURS	\$16.75	\$16.75	\$16.75	\$16.75
NEXT 520 HOURS	\$17.25	\$17.25	\$17.25	\$17.25
NEXT 520 HOURS	\$18.25	\$18.25	\$18.25	\$18.25
NEXT 520 HOURS	\$20.80	\$20.80	\$20.80	\$20.80
NEXT 520 HOURS		\$21.10	\$21.10	\$21.10
NEXT 520 HOURS			\$21.40	\$21.40
NEXT 520 HOURS				\$21.40
Top and overscale Increases		0.30	0.30	0.30

Prime-Time Part-Time	Current		At Ratification		4/4/2027		4/2/2028
POST 4/7/2024							
0-6 MONTHS	\$13.75		\$13.75	-	\$13.75	-	\$13.75
6-12 MONTHS	\$14.00	6 mo	\$14.00		\$14.00	-	\$14.00
Year 1	\$14.50	6 mo	\$14.50	6 mo	\$14.50		\$14.50
Year 2	\$15.00	Yr 1	\$15.00	6 mo	\$15.00	6 mo	\$15.00
Year 3	\$15.50	Yr 2	\$15.50	Yr 1	\$15.50	6 mo	\$15.50
Year 4	\$16.00	Yr 3	\$16.00	Yr 2	\$16.00	Yr 1	\$16.00
Year 5	\$16.75	Yr 4	\$16.75	Yr 3	\$16.75	Yr 2	\$16.75
Year 6	\$17.25	Yr 5	\$17.25	Yr 4	\$17.25	Yr 3	\$17.25
Year 7	\$20.80	Yr 6	\$20.80	Yr 5	\$20.80	Yr 4	\$20.80
		Yr 7	\$21.10	Yr 6	\$21.10	Yr 5	\$21.10
				Yr 7	\$21.40	Yr 6	\$21.40
						Yr 7	\$21.70
Top and overscale Increases			0.30		0.30		0.30

Utility Part-Time	Current		At Ratification		4/4/2027		4/2/2028
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Year 1	\$10.50		\$13.00		\$13.00		\$13.00
Year 2	\$11.00		\$13.50	Yr 1	\$13.50		\$13.50
Year 3	\$11.50		\$14.00	Yr 2	\$14.00	Yr 1	\$14.00
Year 4	\$12.00		\$15.00	Yr 3	\$15.00	Yr 2	\$15.00
Year 5	\$16.90		\$17.20	Yr 4	\$17.50	Yr 3	\$17.50
				Yr 5	\$17.50	Yr 4	\$17.50
						Yr 5	\$17.80
Top and overscale Increases			0.30		0.30		0.30

WE have 2 prime-time ee's at \$14.10, both hired in Feb 2024'

PRE 4/7/2024				
Prime Time Part-Time	Current	At Ratification	4/4/2027	4/2/2028
Year 1	\$10.75			\$0.00
Year 2	\$11.00			\$0.00
Year 3	\$11.50			\$0.00
Year 4	\$12.50			\$0.00
Year 5 Year 1	\$14.10	\$14.10	\$14.10	\$14.10
Year 6 Year 2	\$14.50*	\$14.50	\$14.50	\$14.50
Year 7 Year 3	\$20.80	\$21.10	\$21.40	\$21.70
Top and overscale Increases		0.30	0.30	0.30

Jerry's Hudson & North Branch 2026 Wage Proposal

FULL-TIME				
Effective Dates	Current	At Ratification	4/4/2027	4/2/2028
Top and overscale Increases		0.50	0.50	0.50

DEPARTMENT HEADS	Current	At Ratification	4/4/2027	4/2/2028
Meat Manager	\$35.25	\$35.75	\$36.25	\$36.75
Produce Manager	\$34.25	\$34.75	\$35.25	\$35.75
Grocery Manager	\$34.25	\$34.75	\$35.25	\$35.75
Dairy/Frozen Manager	\$34.25	\$34.75	\$35.25	\$35.75
Deli Manager	\$34.25	\$34.75	\$35.25	\$35.75
Customer Service Manager	\$34.25	\$34.75	\$35.25	\$35.75
Top and overscale Increases		0.50	0.50	0.50

POST RATIFICATION

DEPARTMENT HEADS*	Current	At Ratification	4/4/2027	4/2/2028
All Dept Heads				
0-1 year	-	\$33.72	\$33.72	\$33.72
1-2 year	-	-	\$34.22	\$34.22
2+	-	-	-	\$34.72

*Meat, Produce, Grocery, Frozen/Dairy, Deli, CSM

MEAT CUTTERS	Current	At Ratification	4/4/2027	4/2/2028
Journeyman	\$33.70	\$34.20	\$34.70	\$35.20

Top and overscale Increases		0.50	0.50	0.50
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APPRENTICES HIRED AFTER 5/4/19	Current	At Ratification	4/4/2027	4/2/2028
0 -1040	\$18.00	\$18.00	\$18.00	\$18.00
1041 - 2080	\$19.50	\$19.50	\$19.50	\$19.50
2081 - 3120	\$21.50	\$21.50	\$21.50	\$21.50
3121 - 5201	\$25.25	\$25.25	\$25.25	\$25.25
5201 = Top Of Scale	\$33.70	\$34.20	\$34.70	\$35.20
Top and overscale Increases		0.50	0.50	0.50

FULL-TIME	Same as STP Universal			
POST RATIFICATION 2026	Current	At Ratification	4/4/2027	4/2/2028
0-6 MONTHS		\$18.90	\$18.90	\$18.90
6-12 MONTHS		\$19.90	\$19.90	\$19.90
12-18 MONTHS		\$20.90	\$20.90	\$20.90
18-24 MONTHS		\$21.90	\$21.90	\$21.90
2-3 YEARS		\$22.90	\$22.90	\$22.90
3-4 YEARS		\$23.90	\$23.90	\$23.90
4-5 YEARS		\$24.90	\$24.90	\$24.90
5-6 YEARS		\$25.90	\$25.90	\$25.90
6-7 YEARS		\$26.90	\$26.90	\$26.90
7+ YEARS	\$27.55	\$28.05	\$28.55	\$29.05
Top and overscale Increases		0.50	0.50	0.50

Jerry's Hudson & North Branch Wage Proposal- PART-TIME

PART-TIME				
Effective Dates	Current	At Ratification	4/4/2027	4/2/2028
Top and overscale Increases		0.30	0.30	0.30

REGULAR PART-TIME				
POST 4/7/24	Current	At Ratification	4/4/2027	4/2/2028
NEXT 1040	\$13.75	\$13.75	\$13.75	\$13.75
NEXT 1040	\$14.50	\$14.50	\$14.50	\$14.50
NEXT 1040	\$15.25	\$15.25	\$15.25	\$15.25
NEXT 1040	\$15.75	\$15.75	\$15.75	\$15.75
NEXT 1040	\$16.50	\$16.50	\$16.50	\$16.50
NEXT 1040	\$17.50	\$17.50	\$17.50	\$17.50
NEXT 1040	\$19.25	\$19.25	\$19.25	\$19.25
NEXT 1040	\$21.25	\$21.25	\$21.25	\$21.25
NEXT 1040	\$23.55	\$23.55	\$23.55	\$23.55
TOP OF SCALE	\$27.55	\$27.85	\$28.15	\$28.45
OVERSCALE INCREASES		0.30	0.30	0.30

REGULAR PART-TIME	Same as STP			
POST RATIFICATION	Current	At Ratification	4/4/2027	4/2/2028
HIRE -520 HOURS	\$13.75	\$13.75	\$13.75	\$13.75

NEXT 520 HOURS	\$14.00	\$14.00	\$14.00	\$14.00
NEXT 520 HOURS	\$14.50	\$14.50	\$14.50	\$14.50
NEXT 520 HOURS	\$15.00	\$15.00	\$15.00	\$15.00
NEXT 520 HOURS	\$15.50	\$15.50	\$15.50	\$15.50
NEXT 520 HOURS	\$16.00	\$16.00	\$16.00	\$16.00
NEXT 520 HOURS	\$16.75	\$16.75	\$16.75	\$16.75
NEXT 520 HOURS	\$17.25	\$17.25	\$17.25	\$17.25
NEXT 520 HOURS	\$18.25	\$18.25	\$18.25	\$18.25
NEXT 520 HOURS	\$20.80	\$20.80	\$20.80	\$20.80
NEXT 520 HOURS		\$21.10	\$21.10	\$21.10
NEXT 520 HOURS			\$21.40	\$21.40
NEXT 520 HOURS				\$21.70
Top and overscale Increases		0.30	0.30	0.30

1 employee in progression at \$19.25, 197hr to top scale (20-25hr/wk avg)

PART-TIME				
PRE 4/7/2024	Current	At Ratification	4/4/2027	4/2/2028
NEXT 1040	\$13.00	\$13.00	\$13.00	\$13.00
NEXT 1040	\$13.75	\$13.75	\$13.75	\$13.75
NEXT 1040	\$14.50	\$14.50	\$14.50	\$14.50
NEXT 1040	\$15.25	\$15.25	\$15.25	\$15.25
NEXT 1040	\$15.75	\$15.75	\$15.75	\$15.75
NEXT 1040	\$16.50	\$16.50	\$16.50	\$16.50
NEXT 1040	\$17.50	\$17.50	\$17.50	\$17.50
NEXT 1040	\$19.25	\$19.25	\$19.25	\$19.25
TOP OF SCALE	\$27.55	\$27.85	\$28.15	\$28.45
OVERSCALE INCREASES		0.30	0.30	0.30

PRIME-TIME PART-TIME				
POST 4/7/2024	Current	At Ratification	4/4/2027	4/2/2028
0-6 Months	\$13.75	\$13.75	\$13.75	\$13.75
6 Months-1 Year	\$14.00	\$14.00	\$14.00	\$14.00
Year 2	\$14.50	\$14.50	\$14.50	\$14.50
Year 3	\$15.00	\$15.00	\$15.00	\$15.00
Year 4	\$16.00	\$16.00	\$16.00	\$16.00
Year 5	\$18.90	\$19.20	\$0.00	\$0.00
OVERSCALE INCREASES		0.30	0.30	0.30

Jerry's Foods STP Proposed Scale Retirement

Universal Employees	Current			
0-6 MONTHS	\$14.90			
6-12 MONTHS	\$15.90			
1-2 YEARS	\$16.90			
2-3 YEARS	\$17.90			
3-4 YEARS	\$18.90			

4-5 YEARS	\$19.90			
5-6 YEARS	\$20.90			
6+ YEARS	\$29.78			
Top and overscale Increases				

Universal Employees	Current			
POST 4/6/2024				
0-6 MONTHS	\$16.90			
6-12 MONTHS	\$17.90			
12-18 MONTHS	\$18.90			
18-24 MONTHS	\$19.90			
2-3 YEARS	\$20.90			
3-4 YEARS	\$21.90			
4-5 YEARS	\$22.90			
5-6 YEARS	\$23.90			
6-7 YEARS	\$24.90			
7+ YEARS	\$29.78			
Top and overscale Increases				

Regular Part-Time	Current			
HIRE -520 HOURS	\$10.75			
NEXT 520 HOURS	\$11.00			
NEXT 520 HOURS	\$11.60			
NEXT 520 HOURS	\$12.00			
NEXT 520 HOURS	\$12.75			
NEXT 520 HOURS	\$13.50			
NEXT 520 HOURS	\$14.50			
NEXT 520 HOURS	\$15.00			
NEXT 520 HOURS	\$20.80			
Top and overscale Increases				

Jerry's Hudson & North Branch Proposed Scale Retirement

FULL-TIME	Current			
NEXT 1040	\$13.00			
NEXT 1040	\$13.75			
NEXT 1040	\$14.50			
NEXT 1040	\$15.25			
NEXT 1040	\$15.75			
NEXT 1040	\$16.50			
NEXT 1040	\$17.50			
NEXT 1040	\$19.25			
TOP OF SCALE	\$27.55			
OVERSCALE INCREASES				

All employees are top scale

FULL-TIME				
POST 4/7/2024				
NEXT 1040	\$13.75			
NEXT 1040	\$14.50			
NEXT 1040	\$15.25			
NEXT 1040	\$15.75			
NEXT 1040	\$16.50			
NEXT 1040	\$17.50			
NEXT 1040	\$19.25			
NEXT 1040	\$21.25			
NEXT 1040	\$23.55			
TOP OF SCALE	\$27.55			
Top and overscale Increases				

PRIME-TIME PART-TIME				
	Current			
Year 1	\$10.50			
Year 2	\$11.00			
Year 3	\$11.50			
Year 4	\$12.50			
Year 5	\$18.90			
OVERSCALE INCREASES				

ARTICLE 19
HEALTH CARE PLAN

SECTION 19.1:

A. 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 on behalf of any fulltime 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. 1) The Employer further agrees to make contributions to the Fund on behalf of any regular part-time employee (excluding Courtesy Clerk employees and prime time part-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 Courtesy Clerks 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 parttime 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 part-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 Trust 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:

Weekly Contribution	Employer	Employer %	Employee	Employee %	Total
Pre 4/5/2026 Full-time	\$243.20	92.40%	\$20.00	7.60%	\$263.20
4/5/2026 Full-time	\$228.19	85.00%	\$40.27	15.00%	\$268.46
4/4/2027 Full-time	\$232.76	85.00%	\$41.07	15.00%	\$273.83
4/2/2028 Full-time	\$237.41	85.00%	\$41.90	15.00%	\$279.31
Pre 4/5/2026 Part-time	\$91.03	91.92%	\$8.00	8.08%	\$99.03
4/5/2026 Part-time	\$85.86	85.00%	\$15.15	15.00%	\$101.01
4/4/2027 Part-time	\$87.58	85.00%	\$15.45	15.00%	\$103.03
4/2/2028 Part-time	\$89.33	85.00%	\$15.76	15.00%	\$105.09

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 as of October 1, 2019 or in a month thereafter 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.

Other Proposals (Deferred to Economics)

Proposal 1 CM 1

- Contract is effective upon ratification.

Proposal 2 CM 2

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

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 4

- Article 2: Wages, Hours and Working Conditions
 - Section 2.2: Sunday Work

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

Proposal 5

- Article 2: Wages, Hours and Working Conditions
 - Section 2.2: 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. Universal employees, Regular Part-time, Utility and Prime-time.

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

Proposal 8

- Article 3: Full-Time/Part-Time Ratios
Part-time employees who have been approved to work fewer than the minimum scheduled hours are also excluded from this ratio. Waiver, Prime-time and Utility employees are excluded from this ratio. Regular Part-time employees on Full-time waivers will be counted as Part-time.

Proposal 10

- Article 4: Seniority
 - Section 4.2: Application of Seniority
Layoff and Recall:

2) Part-Time: For the purposes of lay-off, 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) within the regular part-time employee's store, provided the 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 lay-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.

3) Utility: For the purposes of lay-off and recall, Utility employees shall have seniority within their store. ~~After five (5) years of employment, the Utility employee's seniority date will be merged with the Part-time seniority on a company-wide basis and the employee will have the right to bump the most junior part-time or utility employee with the Company.~~ The Employer will offer work, if available at another of its locations, to employees who are on lay-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.

Proposal 11

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

B. If the holiday falls on any day except for Sunday the basic workweek for full-time employees shall be thirty-two (32) hours. When the holiday falls on Sunday, the preceding week shall be forty (40) hours and the following work week shall be thirty-two (32) hours. ~~When Christmas falls on Sunday, the following Monday will be scheduled and paid in the same manner as Sunday.~~

Proposal 12

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

A. The following days shall be recognized as holidays: New Years' Day, ~~(beginning at 6 pm on New Years' Eve)~~ Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day (beginning at 4 pm on Christmas Eve).

C. New Years Day, Memorial Day, Fourth of July, Labor Day, & Thanksgiving Day:

1) Full-time: Work on ~~New Year's Eve after 6:00 p.m.,~~ New Year's Day, Thanksgiving Day, shall be strictly voluntary for all full-time employees. Work on the "summer holidays shall be voluntary for full-time employees 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.

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. 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. 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.

2) Part-time and Utility: 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.

Compensation for work on ~~New Year's Eve after 6:00 p.m.,~~ New Year's Day, and the "summer holidays" shall be straight-time for all hours up to nine (9), in addition to holiday pay provided the employee is eligible for holiday pay. Hours worked on Thanksgiving Day be compensated at time and one-half (1-1/2) the employee's straight-time rate. Hours worked on all other holidays in excess of nine (9) shall be compensated at time and one-half (1-1/2) the employee's straight-time rate.

Proposal 24 CM 15

- Article 1: Union Security
 - Section 1.1: Recognition

A. The Union is recognized as the exclusive bargaining representative of the unit consisting of all full-time and part-time employees employed 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. The Employer will be allowed to have up to ~~two (2)~~ four (4) employees per store, including Store Managers, outside the bargaining unit who may perform all bargaining unit work, including the cutting of meat. ~~In stores with more than 100 permanent bargaining unit employees, the Employer may have up to three (3) such non-bargaining unit, supervisory employees~~

Proposal 25

- Article 5: Holidays
 - Section 5.2: Computation of Holiday Pay
 - C. Utility and Prime Time Part-time: ~~In the first year of employment, after ninety (90) days, Utility/baggers/clean team and Prime time employees will receive holiday pay when the employee works the holiday.~~ Utility 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 work days.

Proposal 26 CM 16

- Article 5: Holidays
 - Section 5.1: Holidays Defined
 - 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 five (5) 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 five (5) nationally recognized holidays listed above.
 - 3) Personal Holidays are scheduled by mutual agreement.
 - 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.
 - 5) 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 27 CM 17

- Article 6: Definitions
 - Section 6.6: Prime-Time
 - A. A prime-time employee is an employee whose work is restricted to specific days and limited hours each week. A Prime time employee may work no more than twenty four (24) hours per week with a minimum of twelve (12) hours per week and a minimum of three (3) hours per shift. ~~These prime-time employees are prohibited from working~~

~~Tuesdays except for Thanksgiving and Christmas weeks.~~ Employees may be scheduled fewer than twelve (12) hours by mutual agreement. Prime time part-time employees may be scheduled and assigned on an interchangeable basis between all departments (excluding meat department restrictions). Prime-time employees are not eligible for health and welfare or retirement benefits except that they may make pre-tax contributions to the 401K plan (20.2.D).

Proposal 30 CM 20

Article 3: Full-time/Part-time Ratios

Prime-time employees may not exceed a maximum of ~~thirty (30)~~ **forty (40)** percent of the Employer's combined Part-time, Utility and Prime-time work force, companywide.