

2026 Knowlan’s Supermarkets UFCW 1189 Package Proposal
Presented on April 6, 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 18, 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.

DURATION PROPOSAL

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

WAGE PROPOSAL

APPENDIX “A”
WAGE RATES

Classification	Effective upon Ratification*	4/4/2027	4/2/2028
Asst Mgr./Head Stock	\$34.27	\$34.77	\$35.27
All Other (non-Meat) Dept Heads	\$33.87	\$34.37	\$34.87
Overscale Increases	\$.50	\$.50	\$.50

Senior Retail Specialist	\$32.33	\$32.33	\$32.33
Top or Overscale Increases	\$.50	\$.50	\$.50

Classification	Effective upon Ratification*	4/4/2027	4/2/2028
Head Meat Cutter	\$35.02	\$35.52	\$36.02
Journeyman	\$33.85	\$33.85	\$33.85
Top or Overscale Increases	\$.50	\$.50	\$.50

Apprentices	Effective upon Ratification*	4/4/2027	4/2/2028
First 1040 Hours	\$22.50	\$22.50	\$22.50
1041-2080 Hours	\$23.00	\$23.00	\$23.00
2081-3120 Hours	\$23.50	\$23.50	\$23.50
3121-4160 Hours	\$24.00	\$24.00	\$24.00
4161+ Hours	\$33.85	\$33.85	\$33.85
Top or Overscale Increases	\$.50	\$.50	\$.50

Wrappers Hired after 5/1/1986 & Other than Journeyman			
0-1040 Hours			
1040-2080 Hours			
2081-3119 Hours			
3120-4158 Hours			
4159-6239 Hours			
6240+ Hours			
Overscale Increases			

Wrappers Hired after 5/1/1986 & Other than Journeyman (Hired/Promoted before 4/5/2026)	Effective upon Ratification*	4/4/2027	4/2/2028
0-1040 Hours	\$22.00	\$22.00	\$22.00
1040-2080 Hours	\$22.75	\$22.75	\$22.75
2081 – 3119 Hours	\$23.50	\$23.50	\$23.50
3120-4158 Hours	\$24.50	\$24.50	\$24.50
4159-6239 Hours	\$25.50	\$25.50	\$25.50
6240+ Hours	\$29.14	\$29.14	\$29.14
Top or Overscale Increases	\$.50	\$.50	\$.50

Other than Journeyman Hired/Promoted on or AFTER 4/5/2026	Effective upon Ratification*	4/4/2027	4/2/2028
Step 1 (0-2080)	\$22.00	\$22.00	\$22.00
Step 2 (2081-4160)	\$22.75	\$22.75	\$22.75
Step 3 (4161-6240)	\$23.50	\$23.50	\$23.50
Step 4 (6241-8320)	\$24.50	\$24.50	\$24.50

Step 5 (8321-10400)	\$25.50	\$25.50	\$25.50
Step 6 (10401-12480)	\$26.50	\$26.50	\$26.50
Step 7 (12481-14560)	\$27.50	\$27.50	\$27.50
Step 8 (14561-16640)	\$28.50	\$28.50	\$28.50
Step 9 (16641+)	\$29.14	\$29.14	\$29.14
Top or Overscale Increases	\$.50	\$.50	\$.50

Classification			
Universal Employees (hired/promoted before 4/7/24)			
Start—1 Year			
1-2 Years			
2-3 Years			
3+ Years			
Overscale Increases			

Universal Employees (hired/promoted AFTER 4/6/2024 and before 4/5/2026)	Effective upon Ratification*	4/4/2027	4/2/2028
Start-1 Year	\$21.00	\$21.00	\$21.00
1-2 Years	\$21.75	\$21.75	\$21.75
2-3 Years	\$22.50	\$22.50	\$22.50
3-4 Years	\$23.50	\$23.50	\$23.50
4-5 Years	\$24.50	\$24.50	\$24.50
5-6 Years	\$25.50	\$25.50	\$25.50
6+ Years	\$29.93	\$29.93	\$29.93
Overscale Increases	\$.50	\$.50	\$.50

Universal Employees (hired/promoted on or AFTER 4/5/26)	Effective upon Ratification*	4/4/2027	4/2/2028
Step 1 (0-2080)	\$21.00	\$21.00	\$21.00
Step 2 (2081-4160)	\$21.75	\$21.75	\$21.75
Step 3 (4161-6240)	\$22.50	\$22.50	\$22.50
Step 4 (6241-8320)	\$23.50	\$23.50	\$23.50
Step 5 (8321-10400)	\$24.50	\$24.50	\$24.50
Step 6 (10401-12480)	\$25.50	\$25.50	\$25.50
Step 7 (12481-14560)	\$26.50	\$26.50	\$26.50

Step 8 (14561-16640)	\$27.50	\$27.50	\$27.50
Step 9 (16641-18720)	\$28.50	\$28.50	\$28.50
Step 10 (18721+)	\$29.93	\$29.93	\$29.93
Top or Overscale Increases	\$.50	\$.50	\$.50

Classification (Hired/promoted before 4/7/24)			
Retail Specialists			
0-1040 Hours			
1041-2080 Hours			
2081-3120 Hours			
3121-4160 Hours			
4161-4680 Hours			
4681-5200 Hours			
5201+ Hours			
Overscale Increases			

Retail Specialists (hired/promoted on or AFTER 4/7/2024 and before 4/5/2026)	Effective upon Ratification*	4/4/2027	4/2/2028
0-1040 Hours	\$20.00	\$20.00	\$20.00
1041-2080 Hours	\$20.50	\$20.50	\$20.50
2081-3120 Hours	\$21.00	\$21.00	\$21.00
3121-4160 Hours	\$21.50	\$21.50	\$21.50
4161-4680 Hours	\$22.50	\$22.50	\$22.50
4681-5200 Hours	\$23.50	\$23.50	\$23.50
5201+ Hours	\$26.15	\$26.15	\$26.15
Top or Overscale Increases	\$.50	\$.50	\$.50

Retail Specialists (hired/promoted on or after 4/5/2026)	Effective upon Ratification*	4/4/2027	4/2/2028
Step 1 (0-1040 Hours)	\$21.00	\$21.00	\$21.00
Step 2 (1041-2080 Hours)	\$21.50	\$21.50	\$21.50
Step 3 (2081-3120 Hours)	\$22.00	\$22.00	\$22.00
Step 4 (3121-4160 Hours)	\$22.50	\$22.50	\$22.50
Step 5 (4161-5200 Hours)	\$23.00	\$23.00	\$23.00
Step 6 (5201-6240 Hours)	\$23.50	\$23.50	\$23.50
Step 7 (6241-7280 Hours)	\$24.00	\$24.00	\$24.00

Step 8 (7281-8320 Hours)	\$24.50	\$24.50	\$24.50
Step 9 (8321-10400 Hours)	\$25.25	\$25.25	\$25.25
Step 10 (10401 +)	\$26.15	\$26.15	\$26.15
Overscale Increases	\$.50	\$.50	\$.50

Regular Part-Time/Prime-Time (hired before 4/7/2024)	Effective upon Ratification*	4/4/2027	4/2/2028
0-520 Hours/Youth 520 Hours	\$10.25	\$10.25	\$10.25
521-1040 Hours/Youth 520 Hours	\$10.35	\$10.35	\$10.35
1041-1560 Hours/Next 520 Hours	\$10.80	\$10.80	\$10.80
1561-2080 Hours/Next 520 Hours	\$11.10	\$11.10	\$11.10
2081-2600 Hours/Next 520 Hours	\$11.50	\$11.50	\$11.50
2601-3120 Hours/Next 520 Hours (all employees under \$12.25 will map)	\$12.25	\$12.25	\$12.25
3121-3640 Hours/Next 520 Hours	\$13.00	\$13.00	\$13.00
3641-4160 Hours/Next 520 Hours	\$13.50	\$13.50	\$13.50
4161-4680 Hours/Next 52 Hours	\$14.00	\$14.00	\$14.00
4681-5200 Hours/Next 520 Hours)	\$14.50	\$14.50	\$14.50
5201-5720 Hours (hired/promoted after 7/28/2022)/Next 520 Hours	\$16.00	\$16.00	\$16.00
Next 520 Hours	\$18.25	\$18.25	\$18.25
Top of Scale	\$20.95	\$20.95	\$20.95
Top or Overscale Increases	\$.30	\$.30	\$.30

Regular Part-Time/Prime-Time (hired/promoted AFTER 4/6/2024 and before 4/5/2026)	Effective upon Ratification*	4/4/2027	4/2/2028
Hire	\$12.25	\$12.25	\$12.25
Next 520 Hours	\$13.00	\$13.00	\$13.00
Next 520 Hours	\$13.50	\$13.50	\$13.50
Next 520 Hours	\$14.00	\$14.00	\$14.00
Next 520 Hours	\$14.50	\$14.50	\$14.50
Next 520 Hours	\$15.00	\$15.00	\$15.00
Next 520 Hours	\$15.50	\$15.50	\$15.50
Next 520 Hours	\$16.00	\$16.00	\$16.00
Next 520 Hours	\$16.50	\$16.50	\$16.50

Next 520 Hours	\$17.00	\$17.00	\$17.00
Next 520 Hours	\$18.25	\$18.25	\$18.25
Top of Scale	\$20.95	\$20.95	\$20.95
Top or Overscale Increases	\$.30	\$.30	\$.30

Regular Part-Time/Prime-Time (hired/promoted on or after 4/5/2026)	Effective upon Ratification*	4/4/2027	4/2/2028
Hire	\$13.00	\$13.00	\$13.00
Next 1040 Hours	\$13.50	\$13.50	\$13.50
Next 1040 Hours	\$14.00	\$14.00	\$14.00
Next 1040 Hours	\$14.50	\$14.50	\$14.50
Next 1040 Hours	\$15.00	\$15.00	\$15.00
Next 1040 Hours	\$15.50	\$15.50	\$15.50
Next 1040 Hours	\$16.00	\$16.00	\$16.00
Next 1040 Hours	\$16.50	\$16.50	\$16.50
Next 1040 Hours	\$17.00	\$17.00	\$17.00
Next 1040 Hours	\$17.50	\$17.50	\$17.50
Next 1040 Hours	\$18.00	\$18.00	\$18.00
Next 1040 Hours	\$18.50	\$18.50	\$18.50
Next 1040 Hours	\$19.00	\$19.00	\$19.00
Next 1040 Hours	\$19.50	\$19.50	\$19.50
Next 1040 Hours	\$20.00	\$20.00	\$20.00
Top of Scale	\$20.95	\$20.95	\$20.95
Top or Overscale Increases	\$.30	\$.30	\$.30

Courtesy Clerks (hired before 4/7/2024)	Effective upon Ratification*	4/4/2027	4/2/2028
<i>Hire</i>	\$10.50	\$10.50	\$10.50
<i>After Probation</i>	\$10.60	\$10.60	\$10.60
6 Months	\$11.00	\$11.00	\$11.00
12 Months	\$11.25	\$11.25	\$11.25
18 Months	\$11.55	\$11.55	\$11.55
24 Months	\$16.35	\$16.35	\$16.35
Overscale Increases	\$.30	\$.30	\$.30

Courtesy Clerks (hired AFTER 4/6/2024 and before 4/5/26)	Effective upon Ratification*	4/4/2027	4/2/2028
Hire	\$12.00	\$12.00	\$12.00
6 Months	\$12.50	\$12.50	\$12.50
12 Months	\$13.00	\$13.00	\$13.00
18 Months	\$13.75	\$13.75	\$13.75
24 Months	\$16.35	\$16.35	\$16.35
Overscale Increases	\$.30	\$.30	\$.30

Courtesy Clerks (hired on or after 4/5/2026)	Effective upon Ratification*	4/4/2027	4/2/2028
Step 1 (0-1040)	\$12.00	\$12.00	\$12.00
Step 2 (1041-2080)	\$12.50	\$12.50	\$12.50
Step 3 (2081-3120)	\$13.00	\$13.00	\$13.00
Step 4 (3121-4160)	\$13.50	\$13.50	\$13.50
Step 5 (4161-5200)	\$14.00	\$14.00	\$14.00
Step 6 (5201-6240)	\$14.50	\$14.50	\$14.50
Step 7 (6241-7280)	\$15.00	\$15.00	\$15.00
Step 8 (7281-8320)	\$15.50	\$15.50	\$15.50
Step 9 (8321+)	\$16.35	\$16.35	\$16.35
Overscale Increases	\$.30	\$.30	\$.30

* If a tentative agreement is reached by 11:59 p.m. on April 10, 2026, and the contract is ratified before 11:59 p.m. on April 18, the parties agree that any year one wage increases will be retroactive to April 5, 2026.

Proposed Contract Duration: From Ratification through April 8, 2029.

HEALTHCARE PROPOSAL

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

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 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. If the Employer decides to begin opening on Easter, it will provide the Union at least twelve (12) weeks' notice before the first Easter it will open.

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.~~

3) 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 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 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.

eb. 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.

dc. 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 25

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

- 2) 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:

- 2) Straight time pay for:
- 3) 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 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.