

County Market Contract Ratification Information

Voting will be held in each store breakroom or at UFCW 1189 (266 Hardman Ave N, South St. Paul, MN) during the hours below. Members may vote once at any location.

Monday, June 8, 2026

Location	Time
Hudson	7:00 – 8:30 a.m. 12:00 – 1:30 p.m.
North Branch	7:00 – 8:30 a.m. 12:00 – 1:30 p.m.
UFCW 1189	9:00 a.m. – 4:30 p.m.

Attached are the tentative agreements reached. When reading, if the font is black it is current contract language, if it is struck out (~~example~~) it is current contract language that is to be removed, if the font is in **color**, **highlighted** or underlined it is new language that is to be added. The tentative agreements you are reviewing are the only proposed changes to the contract, everything not addressed will remain as is.



TENTATIVE AGREEMENT
Between
County Market
And
UFCW LOCAL 1189

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)~~ **three (3)** 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~~

ARTICLE 2
WAGES, HOURS AND WORKING CONDITIONS

SECTION 2.6: WORK SCHEDULES:

Section G: ~~Upon the completion of the Employer's scheduling solutions upgrade, the Employer~~ will provide scheduling information through a secure interface to the Union on the day in which schedules are due to be posted in the stores.

ARTICLE 4
SENIORITY

SECTION 4.1: DEFINITION:

B. Seniority will be applied on the basis of the following classifications:

- 1) Full-time Meat Cutters
(including Meat Department Head, Journeymen, and Apprentices)
- 2) Full-time Grocery Employees
(including non-meat Department Heads and Grocery Employees)
- 3) Part-time Employees
- 4) Certified Pharmacy Technicians
- 5) Non-Certified Pharmacy Technicians

Tentative Agreement Date: 5/18/26

ER: _____

UN: _____

Commented [SS1]: This CBA does not have the Utility Classification so I did not add it or delete the language that was in the TA document that was sent.

OK OO

TENTATIVE AGREEMENT
Between
County Market
And
UFCW LOCAL 1189

SECTION 4.2: APPLICATION OF SENIORITY:

A. Probationary Period:

1) All newly hired employees will be on probation for thirty (30) ~~shifts calendar days~~ and will thereafter attain seniority with the Employer, with seniority reverting back to the date of hire.

2) An employee's seniority date may change due to a change of classification, but a new probationary period is not required nor will the date of hire be changed for purposes of benefits.

3) Employees who are transferred from another location operated by the Employer but not covered by this Agreement will retain their date of hire for benefit purposes and will receive a new seniority date based on their first date of work in a classification covered by this Agreement, with the exception of Meat Cutters who will maintain their seniority date when transferring between Agreements. Employees who transfer from another location will not be required to complete a new probationary period and will retain their date of hire be changed for purposes of benefits.

B. Layoff and Rehire: For layoff and recall purposes, employees shall have seniority with the Employer covered by this Agreement within the classifications set forth in SECTION 4.1 above. Provided further that employees who are promoted or hired into department head positions will be given seniority within the department head classification only after they have been in the department head position for twelve (12) months with seniority to then date from their first day in the department head position. During the twelve (12) month period the employee will retain protection of their classification from which they were promoted and will add seniority time in that classification during that period.

C. Job Posting: The Employer will post all full-time positions and will promote from within the bargaining unit unless none of the applicants has the ability or availability to perform the duties required. When two or more employees are qualified for a position, seniority will be the deciding factor in determining which one is promoted. In addition, the Employer will post on the Union bulletin board any positions eligible for the two dollar and fifty-cent (\$2.50) per hour premium as per Appendix "A".

Commented [SS2]: This paragraph is #3 in the TA document and paragraph #2 in TA document does not exist in the CBA nor does paragraph #4 so I did not add it.

JK 03

Commented [SS3]: The language the Employer has in the TA is not in the CBA therefore no changes or additions are being added. 4.2 C is job postings and 4.2 b is layoff but the language does not match at all.

JK 03

ARTICLE 6
DEFINITIONS

SECTION 6.3: PRIME TIME EMPLOYEE:

Tentative Agreement Date: 5/18/26

ER: _____

UN: _____

TENTATIVE AGREEMENT
Between
County Market
And
UFCW LOCAL 1189

A Prime time employecc may work no more than twenty-four (24) hours per week with a minimum of twelve (12) hours per week am 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 less than twelve (12) hours by mutual agreement.~~ Prime time employees may be scheduled and assigned on an interchangeable basis between all departments (excluding meat department restrictions). Prime time employees will not be eligible for health and welfare or retirement benefits. In the first year of employment, after ninety (90) days, Prime-time employees will receive holiday pay when the employee works the holiday. After twelve, (12), continuous months of employment all Prime time employees will be eligible for holiday pay and vacation benefits. Prime time employees may, under plan rules, make pre-tax contributions to the 401K Plan.

Prime time employees may not exceed a maximum of thirty percent, (30%), of the combined Part-time, ~~Utility~~ and Prime time work force, company-wide. A monthly report of Prime time employees will be posted in all departments by the schedules.

Commented [554]: This is the correct definition of Prime Time and not as it is in the Employer's TA document. 6.6 in the CBA is Apprentice.

AL 00

ARTICLE 7
PAID TIME OFF (PTO)

SECTION 7.2: PTO ACCRUAL SCHEDULE:

C. Prime Time and ~~Utility~~

Years of Service	Annual Grant	Weekly Rate
Between 0-1 st Anniversary	1 weeks (capped at 48 hours)	0.02308 0.03333/hour worked
Between 1 st – 5 th Anniversary	2 weeks (capped at 88 hours)	0.04231/hour worked
Beyond 5 th Anniversary	3 weeks (capped at 128 hours)	0.0615/hour worked

PTO calculation adjustments will be completed as soon as administratively possible, but not later than May 31, 2024. Adjustments will be retroactive to the contract effective date.

ARTICLE 8
LEAVE OF ABSENCE

Tentative Agreement/Date: 5/18/26

ER: _____

UN: _____

TENTATIVE AGREEMENT
Between
County Market
And
UFCW LOCAL 1189

SECTION 8.7: S.P.U.R. (Special Project Union Representative):

The Employer agrees that it will provide a leave of absence 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. The Employer may deny the granting of any portion of a leave that would occur during July, November, or December. No more than two (2) S.P.U.R. leaves shall be granted per store at any given time. The Union will provide a two week 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.

Commented [SS5]: I used the current CBA language not the language in the TA document. My records show we agreed to adding the red language but not other changes were negotiated

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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.

Tentative Agreement Date: 5/18/26

ER: _____

UN: _____

TENTATIVE AGREEMENT
Between
County Market
And
UFCW LOCAL 1189

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, but the Employer agrees that it will bargain regarding effects of that decision, if the Union requests.

ARTICLE 10
DISCIPLINE & DISCHARGE

~~A. No employee shall be discharged except for just cause. Upon completion of the probationary period, employees shall be disciplined, suspended or discharged only for just cause. When an employee is to be disciplined, suspended or discharged the employee shall be talked to discretely whenever practical.~~

~~B. The properly accredited officers or representatives of the Union and the Employer are authorized to settle any dispute arising out of a discharge. Grievances under Section 15.1 regarding discharge without just cause must be filed in writing with the Employer within fifteen (15) calendar days after the effective date of termination of the employee's employment. Failure to comply with this time requirement will result in the grievance being waived and not submitted to mediation or arbitration under Article 15.~~

B. It is mutually understood and agreed that the concept of progressive discipline shall be recognized in implementing and administering disciplinary procedures. It is further understood that potentially serious violations of policy or work rules may dictate discipline outside the normal progression.

~~Disciplines shall not be used for progressive discipline purposes after approximately twelve (12) months following the date of the infraction that was the subject of the discipline. However, all disciplines will remain in an Employee's file even if no longer in effect.~~

Tentative Agreement Date:

5/18/26

ER:

UN:

TENTATIVE AGREEMENT
Between
County Market
And
UFCW LOCAL 1189

C. The normal progression shall be as follows:

1. Written Warning - Shall be documented by date in the employee's personnel file with a notice sent to ~~the Employee and~~ the Union upon request.
2. Unpaid Disciplinary Suspension(s) - Shall be documented by date in the employee's personnel file with a notice sent to ~~the Employee and~~ the Union upon request.
3. Discharge - Shall be documented by date in the employee's personnel file with a notice sent to ~~the Employee and~~ the Union upon request.

~~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.~~

D. By signing the discipline, the Employee is only acknowledging that they received a copy of this notice. The following may be included on the discipline below the signature line: "My signature only acknowledges receipt of this discipline."

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 service counter, Store Manager or the Manager on Duty (MOD)

Tentative Agreement Date: 5/18/26
ER: [Signature]
UN: [Signature]

TENTATIVE AGREEMENT
Between
County Market
And
UFCW LOCAL 1189

ARTICLE 15
GRIEVANCE AND ARBITRATION

Replace the existing language with the following:

Section 15.1: Grievance

A grievance is any difference or dispute that arises over the interpretation of, application or compliance with the terms and provisions of this Agreement. There shall be an earnest effort on the part of the parties to settle promptly through the following steps:

A. Step 1. When a grievance arises in a store, the employee (with or without the Union representative) may attempt first to settle the matter with that employee's immediate supervisor.

B. Step 2. If the grievance is not resolved in Step 1, it shall be reduced to writing and submitted to the Employer within thirty (30) calendar days after the employee has knowledge or reasonably should have had knowledge, of the occurrence. A representative of the Employer and a representative of the Union shall, within seven (7) calendar days, schedule a meeting to attempt to reach a settlement. The Employer shall respond to the grievance, in writing within ten (10) calendar days of such meeting. If the Employer fails to respond within ten (10) calendar days it serves as an automatic denial of the grievance on the day the response was due, and the Employer shall lose its right to give a detailed denial at this step.

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. In the case of unpaid compensation, an arbitrator may award the full back pay to which the arbitrator finds the employee is entitled for a valid grievance, up to a period of time covering two (2) years.

E. If the grievance is not resolved in Step 2, the Union may refer the matter to arbitration. A demand for mediation or arbitration shall be in writing and must be received by the Employer within fifteen (15) calendar days of the Step 2 grievance meeting.

F. **Double Damages:**

If an arbitrator awards damages that total less than \$1,000 and finds that the Employer's violations were willful, the arbitrator may require the Employer to pay double (2) times the amount involved.

Tentative Agreement Date: 5/18/26

ER: _____

UN: _____

TENTATIVE AGREEMENT
Between
County Market
And
UFCW LOCAL 1189

Section 15.2: Mediation

Any grievance that cannot be resolved under the provisions of SECTION 15.1 may be referred by mutual agreement to mediation in an attempt to reach an agreement on a resolution. This may be requested at any time after the Step 2 meeting up until the day of arbitration. The fees and expenses of the neutral shall be divided equally between the Employer and the Union.

Section 15.3: Arbitration

A. If a grievance is not resolved by the provisions of SECTIONS 15.1 and 15.2, the matter may be referred to Arbitration as outlined in 15.1(E).

B. Within seven (7) calendar days of notification, the Union must petition the Federal Mediation and Conciliation Service (FMCS) for a list of seven (7) neutral 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.

Section 15.4: Authority of the Arbitrator

The Authority of the arbitrator shall be limited to making an award relating to the interpretation of or adherence to the written provisions of the Agreement and the arbitrator shall have no authority to add to, subtract from, ignore or modify in any way the terms and provisions of this Agreement. The hearing and the award of the arbitrator shall be confined to the issues raised in the grievance and the arbitrator shall have no power to receive evidence on or decide any other issues. The arbitrator shall render a decision within sixty (60) calendar days after the arbitration hearing, or within sixty (60) calendar days after the arbitrator's receipt of any post-hearing briefs, whichever is later.

The decision of the arbitrator shall be final and binding upon the Employer, the Union, the grievant (and all other employees, if applicable). Nothing in this Agreement denies the Employer or Union their right to appeal an arbitrator's award under applicable law.

Section 15.5: Arbitration Expense

The fees and expenses of the neutral arbitrator shall be borne equally by the Union and the Employer.

Tentative Agreement Date: 5/18/26
ER: _____
UN: _____

TENTATIVE AGREEMENT
Between
County Market
And
UFCW LOCAL 1189

Section 15.6: Time Limits

The time limits set forth above shall be absolutely mandatory and failure to comply will mean the grievance is void and no consideration will be given to it. The time limits may be extended by mutual agreement.

Section 15.7 Final Authority

At any step in this grievance procedure the Executive Committee of the Local Union shall have the final authority in respect to any aggrieved Employee covered by this Agreement, to decline to process a grievance, complaint, difficulty, or dispute further if in the judgment of the Executive Committee such grievance or dispute lacks merit or has been adjusted or justified under the terms of this Agreement, to the satisfaction of the Union Executive Committee.

**ARTICLE 18
HEALTH CARE PLAN**

Commented [SS6]: Article 18 is Health Care Plan Article 19 is Retirement Plans

SECTION 18.2:

Effective April 7, 2024 and April 6, 2025, the Employer will increase the Employer contribution rates by three and one-half percent (3.5%) over the current Employer contribution rates.

	Employer Contribution	Employee Contribution
Pre 4/7/2024 Full Time	\$227.03	\$20
4/7/2024 Full Time	\$234.98	\$20
4/6/2025 Full Time	\$243.20	\$20
Pre 4/7/2024 Part Time	\$84.98	\$8
4/7/2024 Part Time	\$87.95	\$8
4/6/2025 Part Time	\$91.03	\$8

The Employer agrees to pay the following percentages of the total premiums listed in the table below.

Weekly Contribution*	Employer	Employer %	Employee	Employee %	Total
Full-time Current	\$243.20	92.40%	\$20.00	7.60%	\$263.20
4/5/26 Full-time	\$246.36	90.0%	\$27.37	10.0%	\$273.73

Tentative Agreement Date: 5/10/26
 ER: _____
 UN: _____

TENTATIVE AGREEMENT
Between
County Market
And
UFCW LOCAL 1189

4/4/27 Full-time	\$251.49	87.5%	\$35.93	12.5%	\$287.42
4/2/28 Full-time	\$258.97	85.0%	\$45.70	15.0%	\$304.67
Part-time Current	\$91.03	91.92%	\$8.00	8.08%	\$99.03
4/5/26 Part-time	\$92.69	90.0%	\$10.30	10.0%	\$102.99
4/4/27 Part-time	\$94.62	87.5%	\$13.52	12.5%	\$108.14
4/2/28 Part-time	\$97.44	85.0%	\$17.19	15.0%	\$114.63

ARTICLE 21
MANAGEMENT RIGHTS

Commented [SS7]: Management Rights is Article 21
Article 22 is Successor.

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.

ARTICLE 23
DRUG AND ALCOHOL TESTING

Commented [SS8]: Article 23 is Drug and Alcohol
Article 24 is Shootings, Other Violent Attacks and
Dangerous Emergencies at Stores.

D. The Employer agrees to offer the employee who has tested positive a mutually agreeable substance abuse program. The employee ~~shall attend and complete the program in a timely manner~~ must enroll in a mutually agreed program within one hundred twenty (120) calendar days, of it being offered. The Employer agrees that the employee has the right to continue working at the employee's current job while the employee attends the program, contingent upon continued attendance and completion of the program.

Tentative Agreement Date: 5/18/26

ER: _____

UN: _____

TENTATIVE AGREEMENT
Between
County Market
And
UFCW LOCAL 1189

Jerry's Hudson & North Branch
2026 Wage Proposal

<u>FULL-TIME</u>				
<u>Effective Dates</u>	<u>Current</u>	<u>At Ratification</u>	<u>4/4/2027</u>	<u>4/2/2028</u>
<u>Top and overscale Increases</u>		<u>0.55</u>	<u>0.55</u>	<u>0.55</u>

<u>DEPARTMENT HEADS</u>	<u>Current</u>	<u>At Ratification</u>	<u>4/4/2027</u>	<u>4/2/2028</u>
<u>Meat Manager</u>	<u>\$35.25</u>	<u>\$35.80</u>	<u>\$36.35</u>	<u>\$36.90</u>
<u>Produce Manager</u>	<u>\$34.25</u>	<u>\$34.80</u>	<u>\$35.35</u>	<u>\$35.90</u>
<u>Grocery Manager</u>	<u>\$34.25</u>	<u>\$34.80</u>	<u>\$35.35</u>	<u>\$35.90</u>
<u>Dairy/Frozen Manager</u>	<u>\$34.25</u>	<u>\$34.80</u>	<u>\$35.35</u>	<u>\$35.90</u>
<u>Deli Manager</u>	<u>\$34.25</u>	<u>\$34.80</u>	<u>\$35.35</u>	<u>\$35.90</u>
<u>Customer Service Manager</u>	<u>\$34.25</u>	<u>\$34.80</u>	<u>\$35.35</u>	<u>\$35.90</u>
<u>Top and overscale Increases</u>		<u>0.55</u>	<u>0.55</u>	<u>0.55</u>

POST RATIFICATION

<u>DEPARTMENT HEADS*</u>	<u>Current</u>	<u>At Ratification</u>	<u>4/4/2027</u>	<u>4/2/2028</u>
<u>All Dept Heads</u>				
<u>0-1 year</u>	<u>=</u>	<u>\$33.77</u>	<u>\$33.77</u>	<u>\$33.77</u>
<u>1-2 year</u>	<u>=</u>	<u>=</u>	<u>\$34.32</u>	<u>\$34.32</u>
<u>2+</u>	<u>=</u>	<u>=</u>	<u>=</u>	<u>\$34.87</u>

Tentative Agreement Date: 20 May 26

ER: [Signature]

UN: [Signature]

TENTATIVE AGREEMENT
Between
County Market
And
UFCW LOCAL 1189

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

** Any current Journeyman promoted to Meat Manager would
receive a \$1.15 premium above Dept. Head rate

<u>MEAT CUTTERS</u>	<u>Current</u>	<u>At Ratification</u>	<u>4/4/2027</u>	<u>4/2/2028</u>
<u>Journeymen</u>	<u>\$33.70</u>	<u>\$34.25</u>	<u>\$34.80</u>	<u>\$35.35</u>
<u>Top and overscale Increases</u>		<u>0.55</u>	<u>0.55</u>	<u>0.55</u>

<u>APPRENTICES HIRED AFTER 5/4/19</u>	<u>Current</u>	<u>At Ratification</u>	<u>4/4/2027</u>	<u>4/2/2028</u>
<u>0 -1040</u>	<u>\$18.00</u>	<u>\$18.00</u>	<u>\$18.00</u>	<u>\$18.00</u>
<u>1041 - 2080</u>	<u>\$19.50</u>	<u>\$19.50</u>	<u>\$19.50</u>	<u>\$19.50</u>
<u>2081 - 3120</u>	<u>\$21.50</u>	<u>\$21.50</u>	<u>\$21.50</u>	<u>\$21.50</u>
<u>3121 - 5201</u>	<u>\$25.25</u>	<u>\$25.25</u>	<u>\$25.25</u>	<u>\$25.25</u>
<u>5201 = Top Of Scale</u>	<u>\$33.70</u>	<u>\$34.25</u>	<u>\$34.80</u>	<u>\$35.35</u>
<u>Top and overscale Increases</u>		<u>0.55</u>	<u>0.55</u>	<u>0.55</u>

<u>FULL-TIME</u>	<u>Same as STP Universal</u>			
<u>POST RATIFICATION 2026</u>	<u>Current</u>	<u>At Ratification</u>	<u>4/4/2027</u>	<u>4/2/2028</u>
<u>0-6 MONTHS</u>		<u>\$18.90</u>	<u>\$18.90</u>	<u>\$18.90</u>
<u>6-12 MONTHS</u>		<u>\$19.90</u>	<u>\$19.90</u>	<u>\$19.90</u>

Tentative Agreement Date: 20 May 26
 ER: _____
 UN: _____

TENTATIVE AGREEMENT
Between
County Market
And
UFCW LOCAL 1189

12-18 MONTHS		<u>\$20.90</u>	<u>\$20.90</u>	<u>\$20.90</u>
18-24 MONTHS		<u>\$21.90</u>	<u>\$21.90</u>	<u>\$21.90</u>
2-3 YEARS		<u>\$22.90</u>	<u>\$22.90</u>	<u>\$22.90</u>
3-4 YEARS		<u>\$23.90</u>	<u>\$23.90</u>	<u>\$23.90</u>
4-5 YEARS		<u>\$24.90</u>	<u>\$24.90</u>	<u>\$24.90</u>
5-6 YEARS		<u>\$25.90</u>	<u>\$25.90</u>	<u>\$25.90</u>
6-7 YEARS		<u>\$26.90</u>	<u>\$26.90</u>	<u>\$26.90</u>
7+ YEARS 7-8 YEARS	<u>\$27.55</u>	<u>\$28.10</u>	<u>\$28.10</u>	<u>\$28.10</u>
8-9 YEARS		<u>\$28.65</u>	<u>\$28.65</u>	<u>\$28.65</u>
9+ YEARS		<u>\$29.78</u>	<u>\$30.33</u>	<u>\$30.88</u>
Top and overscale Increases		<u>0.55</u>	<u>0.55</u>	<u>0.55</u>

Retail Specialist employees may represent up to 5% of total bargaining unit headcount companywide and may be scheduled across departments based on operational need. Retail Specialists shall be classified as full-time employees for purposes of full-time ratio requirements.

Retail Specialist		<u>At Ratification</u>	<u>4/4/2027</u>	<u>4/2/2028</u>
0-1 YEAR		<u>\$17.50</u>	<u>\$17.50</u>	<u>\$17.50</u>
1-2 YEARS		<u>\$18.00</u>	<u>\$18.00</u>	<u>\$18.00</u>
2-3 YEARS		<u>\$19.00</u>	<u>\$19.00</u>	<u>\$19.00</u>
3-4 YEARS		<u>\$19.80</u>	<u>\$19.80</u>	<u>\$19.80</u>
4-5 YEARS		<u>\$23.80</u>	<u>\$23.80</u>	<u>\$23.80</u>
5-6 YEARS		<u>\$24.80</u>	<u>\$25.35</u>	<u>\$25.90</u>

Tentative Agreement Date: 5/18/26
 ER: _____
 UN: _____

TENTATIVE AGREEMENT
 Between
 County Market
 And
 UFCW LOCAL 1189

<u>Top and overscale increases</u>			<u>\$0.55</u>	<u>\$0.55</u>
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**Jerry's Hudson & North Branch Wage Proposal-
 PART-TIME**

PART-TIME				
<u>Effective Dates</u>	<u>Current</u>	<u>At Ratification</u>	<u>4/4/2027</u>	<u>4/2/2028</u>
<u>Top and overscale Increases</u>		<u>0.55</u>	<u>0.55</u>	<u>0.55</u>

REGULAR PART-TIME				
<u>POST 4/7/24</u>	<u>Current</u>	<u>At Ratification</u>	<u>4/4/2027</u>	<u>4/2/2028</u>
<u>NEXT 1040</u>	<u>\$13.75</u>	<u>\$13.75</u>	<u>\$13.75</u>	<u>\$13.75</u>
<u>NEXT 1040</u>	<u>\$14.50</u>	<u>\$14.50</u>	<u>\$14.50</u>	<u>\$14.50</u>
<u>NEXT 1040</u>	<u>\$15.25</u>	<u>\$15.25</u>	<u>\$15.25</u>	<u>\$15.25</u>
<u>NEXT 1040</u>	<u>\$15.75</u>	<u>\$15.75</u>	<u>\$15.75</u>	<u>\$15.75</u>
<u>NEXT 1040</u>	<u>\$16.50</u>	<u>\$16.50</u>	<u>\$16.50</u>	<u>\$16.50</u>
<u>NEXT 1040</u>	<u>\$17.50</u>	<u>\$17.50</u>	<u>\$17.50</u>	<u>\$17.50</u>
<u>NEXT 1040</u>	<u>\$19.25</u>	<u>\$19.25</u>	<u>\$19.25</u>	<u>\$19.25</u>
<u>NEXT 1040</u>	<u>\$21.25</u>	<u>\$21.25</u>	<u>\$21.25</u>	<u>\$21.25</u>
<u>NEXT 1040</u>	<u>\$23.55</u>	<u>\$23.55</u>	<u>\$23.55</u>	<u>\$23.55</u>

Tentative Agreement Date: 5/18/26

ER: [Signature]

UN: [Signature]

TENTATIVE AGREEMENT
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 County Market
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TOP OF SCALE	\$27.55	\$28.10	\$28.65	\$29.20
OVERSCALE INCREASES		0.55	0.55	0.55

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	\$28.10	\$28.65	\$29.20
OVERSCALE INCREASES		0.55	0.55	0.55

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

Tentative Agreement Date: 01/18/26

ER: [Signature]

UN: [Signature]

TENTATIVE AGREEMENT
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 County Market
 And
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<u>6 Months-1 Year</u>	<u>\$14.00</u>	<u>\$14.00</u>	<u>\$14.00</u>	<u>\$14.00</u>
<u>Year 2</u>	<u>\$14.50</u>	<u>\$14.50</u>	<u>\$14.50</u>	<u>\$14.50</u>
<u>Year 3</u>	<u>\$15.00</u>	<u>\$15.00</u>	<u>\$15.00</u>	<u>\$15.00</u>
<u>Year 4</u>	<u>\$16.00</u>	<u>\$16.00</u>	<u>\$16.00</u>	<u>\$16.00</u>
<u>Year 5</u>	<u>\$18.90</u>	<u>\$19.45</u>	<u>\$20.00</u>	<u>\$20.55</u>
<u>OVERSCALE INCREASES</u>		<u>0.55</u>	<u>0.55</u>	<u>0.55</u>

"Retail Specialists may request and be granted their days off consecutively, Monday through Thursday, or by mutual agreement with their Employer." In both the Hudson/NB and the Jerrv's Foods contracts.

Jerrv's Hudson & North Branch Scale Retirement

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

Tentative Agreement Date: 5/10/26

ER: [Signature]

UN: [Signature]

TENTATIVE AGREEMENT
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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			
<i>Top and overscale Increases</i>				

PRIME-TIME PART-TIME				
	Current			
Year 1	\$10.50			
Year 2	\$11.00			

Tentative Agreement Date: 01/18/26
 ER: [Signature]
 UN: [Signature]

TENTATIVE AGREEMENT
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<u>Year 3</u>	<u>\$11.50</u>			
<u>Year 4</u>	<u>\$12.50</u>			
<u>Year 5</u>	<u>\$18.90</u>			
<u>OVERSCALE INCREASES</u>				

APPENDIX "G"

LETTER OF UNDERSTANDING: JATG MN State-Certified Meat Apprenticeship

During the negotiations for the 2022-2024 Collective Bargaining Agreement, the Employer agreed to seriously consider participation in a JATG Minnesota State-Certified apprenticeship program with UFCW Local 1189 and will meet with Local 1189 to discuss being a charter participant in the program.

Commented [SS9]: This is Appendix C not Appendix G as stated in the TA sent.

Tentative Agreement Date: 5/19/26
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LETTER OF AGREEMENT #3
Shelf Stocking and Resets

B. Participate in a "category" reset to stock products when products that they represent are included in the category; the vendor(s) (supplier/salesman) must work with a Local 1189 member **when performing work outside of the scope of the reset removing product from the shelves** and to re-tag the category. After the first case, product in the designated category will be restocked by a Local 1189 member. |

Commented [SS10]: This is LOU#3 Letter B not LOA #5 Letter A as stated in the TA document sent.

Language clean up:

Eliminate all vestigial (outdated) dates throughout the contract.

Add Minnesota Rest and Meal Break MOU to the back of the contract.

Change all references to County Market to "Jerry's Hudson & North Branch"

Remove all references to "Utility" classification (no scale exists in the CBA)

- o Sections:
 - 6.3
 - 7.1.C
 - 19.2.A.1

Tentative Agreement Date: 5/18/26

ER: [Signature]

UN: [Signature]