

Knowlan's – Festival 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
Hugo	9:30 – 11:00 a.m. 2:30 – 4:00 p.m.
Lexington/Circle Pines	7:00 – 8:30 a.m. 12:00 – 1:30 p.m.
White Bear Lake	9:30 – 11:00 a.m. 2:30 – 4:00 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.



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.

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KNOWLAN'S
VOTING DOC

- NEEDS Flier
ATTACHED

- MODIFY RETRO DATE

TENTATIVE AGREEMENT
Between
Knowlan's
And
UFCW LOCAL 1189

ARTICLE 2
WAGES, HOURS AND WORKING CONDITIONS

SECTION 2.1: WAGE RATES:

B. 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~~ **two** 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.

2) 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.

3) 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.

Tentative Agreement Date: _____

3/3/26

ER: _____

UN: _____

TENTATIVE AGREEMENT
Between
Knowlan's
And
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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.~~

Date: 4/9/20

ER: [Signature]

UN: [Signature]

TENTATIVE AGREEMENT
Between
Knowlan's
And
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SECTION 2.8: WORK SCHEDULES:

G. The Employer will provide a minimum of eight (8) **ten (10)** hours between scheduled shifts for all employees unless otherwise requested by the employee in writing except **by mutual agreement.**

Tentative Agreement Date: 3/3/26

ER: cei7

UN: [Signature]

TENTATIVE AGREEMENT
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SECTION 2.14: OTHER WORKING CONDITIONS:

A. Time Clocks: Where time clocks are installed, each employee shall, as a condition of employment, be required to "punch" their individual time card. Failure to properly punch time card ~~shall~~ **may** be cause for discharge.

~~C. Refusal to Work: No employee shall be discriminated against for refusal to work on their day off, provided qualified and experienced help acceptable to the Employer is available.~~

G. Inclement Weather: An employee shall not be disciplined for an absence that occurs when a "No Travel Advisory" has been issued by the Department of Transportation. Employees are required to report their absences per Employer policy. Employees may use ~~vacation~~ **any available paid benefit time** to replace lost wages.

Tentative Agreement Date: 17 Feb 26

ER: 

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TENTATIVE AGREEMENT
Between
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Tentative Agreement Date: 2/17/26

ER: cert

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TENTATIVE AGREEMENT
Between
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SECTION 4.3: ACQUIRING SENIORITY:

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

~~B. Prior to the end of the thirty (30) day probationary period, the Employer may request in writing an additional thirty (30) day probationary period in the case of an employee found questionable by management. If the Union approves, an additional thirty (30) day 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 twenty (20) shift ~~thirty (30) day~~ 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.

Tentative Agreement Date: 3/3/26

ER: cert

UN: [Signature]

TENTATIVE AGREEMENT
Between
Knowlan's
And
UFCW LOCAL 1189

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. The Employer ~~and~~ will promote from within the bargaining unit employees for at least 50% of such openings (excluding meat department and department heads) posted during the term of this Agreement. ~~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 meat department and department head classification will be within the discretion of the Employer.

Date: 4/29/26

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TENTATIVE AGREEMENT
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SECTION 4.8: TERMINATION OF SENIORITY:

An employee's seniority and employment shall be terminated if the employee;

- A. quits;
- B. is discharged for cause;
- C. fails to return from any of the leaves of absence referenced in ARTICLE 8 of this Agreement, within the time limits contained therein;
- D. fails to respond within ten (10) calendar days of the date notice to return is registered with the U.S. Postal Service, ~~or~~;
- E. is absent from the job for any reason, other than sickness or injury, for a period in excess of one (1) year. (Prime time part-time limit is ninety (90) days), ~~or~~;
- F. **Transfers into a non-bargaining unit position or a bargaining unit position covered under another CBA (UFCW 663).**

Tentative Agreement Date: 2/17/26
ER: cec 7
UN: g-w/k

TENTATIVE AGREEMENT

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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 Employer may limit future carryover of Personal Holiday time to two times (2x) their annual accrual. For those that have Personal Holiday banks in excess of two times (2x) their annual accrual, the Employer may offer the option through the term of the agreement for the employees to take excess Personal Holiday time. The Employer will schedule employees off (if needed) to ensure no loss of benefits.

Tentative Agreement Date: 4/8/2020

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**SECTION 5.4: NEW YEAR'S EVE, NEW YEAR'S DAY, THANKSGIVING DAY, AND
SUMMER HOLIDAY OPERATION CONDITIONS:**

5) Volunteer Holiday Sign-Up Sheets

Sign-up sheets shall be posted near the timeclock for employees volunteering to work on Easter and all other holidays **on a yearly basis**. ~~at least forty (40) days before the affected schedule is posted.~~ Such sign-up sheets shall remain posted until seven (7) days prior to the affected schedule being posted.

Tentative Agreement Date: 3/3/26

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ARTICLE 7
VACATIONS

SECTION 7.1: VACATION ALLOWANCE:

F. The Employer may limit future carryover of vacation to two times (2x) their annual accrual. For those that have vacation banks in excess of two times (2x) their annual accrual, the Employer may offer the option through the term of the agreement for the employees to take excess vacation. The Employer will schedule employees off (if needed) to ensure no loss of benefits.

Tentative Agreement Date: 4/8/2020

ER: CEU7

UN: [Signature]

TENTATIVE AGREEMENT
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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 **one (1) additional year** ~~three (3) years~~. The employee must be able to pass a physical examination upon return to work, if requested.

Tentative Agreement Date: 3 March 26

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TENTATIVE AGREEMENT
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UFCW LOCAL 1189

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 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 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.

• 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.

Date: 4/29/27
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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, but the Employer agrees that it will bargain regarding effects of that decision, if the Union requests.

Date: 4/29/2017
ER: [Signature]
UN: [Signature]

TENTATIVE AGREEMENT
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UFCW LOCAL 1189

Article 10

Discipline & Discharge

A. ~~No employee shall be discharged except for just cause.~~

A. 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 in private whenever practicable.

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.

~~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.~~

C. The normal progression shall be as follows:

1. Verbal Warning - Shall be documented by date in the employee's personnel file.
2. Written Warning - Shall be documented by date in the employee's personnel file.
3. Unpaid Disciplinary Suspension(s) - Shall be documented by date in the employee's personnel file.
4. Discharge - Shall be documented by date in the employee's personnel file.

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."

Date: 4/24/26

ER: [Signature]

UN: [Signature]

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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 Manager on Duty (MOD).

Date: 4/29/20

ER: cu7

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TENTATIVE AGREEMENT
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SECTION 13.4: FURNISH HELP:

~~Local 1189 will at all times endeavor to furnish reliable, competent help and further agrees to promote the best interests of the Employer at all times.~~

Tentative Agreement Date: 2/17/26

ER: Cell 7

UN: [Signature]

TENTATIVE AGREEMENT
Between
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SECTION 13.5: UNION MEMBERSHIP AND EMPLOYERS:

No individual Employer shall be required to belong to the Union. However, no more than two (2) partners or proprietors or bona fide officers of a corporation shall be permitted to work in a grocery and meat department. All others are to be members of the Union.

Tentative Agreement Date: 2/17/20

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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:

Step 1. A. 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. 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.

Step 2. B. If the grievance cannot be 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. on a local level, a 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.

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 of the occurrence giving rise to the grievance. Regardless of the date of filing, the employee will receive In 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 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. 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. 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 submitted to arbitration by either party notifying the other involved in writing of its desire

Date: 4/29/26

ER: [Signature]

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to do so. 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. Employer Violations Double Damages:

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

Section 15.2: Mediation:

Any grievance discharge or dispute that cannot be resolved under the provisions of SECTION 15.1 may be referred by mutual agreement to mediation the Bureau of Mediation Services of Minnesota or Federal Mediation and Conciliation Service (FMCS) 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. 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 dispute or discharge is not resolved by the provisions of SECTIONS 15.1 and 15.2, either party may refer the matter may be referred to Arbitration as outlined in 15.1 (F). A demand 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 Union must the parties cannot agree on a neutral party, either party may petition the Federal Mediation and Conciliation Service (FMCS) for a list of seven (7) neutral arbitrators. The parties shall alternately strike from this

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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). There shall be no recourse to any other method of settlement, unless a party fails to accept and comply with the arbitration award, in which case the award may be enforced by further action of the party in whose favor such award has been given.

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.

~~G. 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.~~

Date: 4/29/26

ER: [Signature]

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Section 15.4: Limitations of Arbitrator:

The arbitrator shall not have the authority to decide questions involving the jurisdiction of any Local, or of the International, or which may in any way affect or change the Union security clause, nor shall the arbitrator have the authority to effect a change in, modify or amend any of the provisions of this Agreement.

Section 15.5: Arbitration Expense: The fees and expenses of the neutral arbitrator shall be borne equally by the Union and the Employer.

Section 15.56: 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.

Date: 4/29/24

ER: [Signature]

UN: [Signature]

TENTATIVE AGREEMENT
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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.

Date: 4/29/27

ER: au 7 D

UN: [Signature]

TENTATIVE AGREEMENT
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ARTICLE 25
DRUG AND ALCOHOL TESTING

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 upon 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.

Date: 4/29/26
ER: CW7
UN: J-152

TENTATIVE AGREEMENT
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APPENDIX "A"
WAGE RATES

Classification	Effective upon Ratification*	4/4/2027	4/2/2028
Asst Mgr./Head Stock	\$34.32	\$34.87	\$35.42
All Other (non-Meat) Dept Heads	\$33.92	\$34.47	\$35.02
Overscale Increases	\$.55	\$.55	\$.55

Senior Retail Specialist	\$32.33	\$32.33	\$32.33
Top of Overscale Increases	\$.55	\$.55	\$.55

Classification	Effective upon Ratification*	4/4/2027	4/2/2028
Head Meat Cutter	\$35.07	\$35.62	\$36.17
Journeyman	\$33.85	\$33.85	\$33.85
Top of Overscale Increases	\$.55	\$.55	\$.55

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

Tentative Agreement Date: 30 April 2026

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TENTATIVE AGREEMENT
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Top or Overscale Increases	\$.55	\$.55	\$.55
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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	\$.55	\$.55	\$.55

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

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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	\$.55	\$.55	\$.55

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	\$.55	\$.55	\$.55

Universal Employees (hired/promoted on or AFTER 4/5/26)	Effective upon Ratification*	4/4/2027	4/2/2028

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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)	\$27.00	\$27.00	\$27.00
Step 8 (14561-16640)	\$28.50	\$28.50	\$28.50
Step 9 (16641+)	\$29.93	\$29.93	\$29.93
Top or Overscale Increases	\$.55	\$.55	\$.55

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

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5201+ Hours	\$26.15	\$26.15	\$26.15
Top or Overscale Increases	\$.55	\$.55	\$.55

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)	\$24.50	\$24.50	\$24.50
Step 8 (7281-8320 Hours)	\$25.50	\$25.50	\$25.50
Step 9 (8321 +)	\$26.15	\$26.15	\$26.15
Overscale Increases	\$.55	\$.55	\$.55

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

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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	\$.55	\$.55	\$.55

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	\$.55	\$.55	\$.55

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 780 Hours	\$13.50	\$13.50	\$13.50
Next 780 Hours	\$14.00	\$14.00	\$14.00

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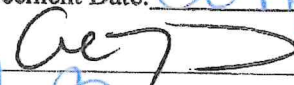
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Next 780 Hours	\$14.50	\$14.50	\$14.50
Next 780 Hours	\$15.00	\$15.00	\$15.00
Next 780 Hours	\$15.50	\$15.50	\$15.50
Next 780 Hours	\$16.00	\$16.00	\$16.00
Next 780 Hours	\$16.50	\$16.50	\$16.50
Next 780 Hours	\$17.00	\$17.00	\$17.00
Next 780 Hours	\$17.50	\$17.50	\$17.50
Next 780 Hours	\$18.00	\$18.00	\$18.00
Next 780 Hours	\$18.50	\$18.50	\$18.50
Next 780 Hours	\$19.00	\$19.00	\$19.00
Next 780 Hours	\$19.50	\$19.50	\$19.50
Next 780 Hours	\$20.00	\$20.00	\$20.00
Top of Scale	\$20.95	\$20.95	\$20.95
Top or Overscale Increases	\$.55	\$.55	\$.55

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	\$.55	\$.55	\$.55

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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	\$.55	\$.55	\$.55

Courtesy Clerks (hired on or after 4/5/2026)	Effective upon Ratification*	4/4/2027	4/2/2028
Hire	\$13.00	\$13.00	\$13.00
6 Months	\$13.50	\$13.50	\$13.50
12 Months	\$14.00	\$14.00	\$14.00
18 Months	\$14.50	\$14.50	\$14.50
24 Months	\$15.00	\$15.00	\$15.00
30 Months	\$15.50	\$15.50	\$15.50
36 Months	\$16.35	\$16.35	\$16.35
Overscale Increases	\$.55	\$.55	\$.55

* If a tentative agreement is reached on April 30, 2026, and the contract is ratified by May 23, 2026, the parties agree that any year one wage increases will be retroactive to April 5, 2026.

June 13
 tad

Contract Clean up:

- Eliminate all vestigial dates throughout the contract.
- Add Minnesota Rest and Meal Break MOU to the back of the contract.
- Add Roth IRA MOU to the back of the contract.

Tentative Agreement Date: 30 APRIL 2026

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TENTATIVE AGREEMENT
Between
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And
UFCW LOCAL 1100

Courtesy Clerks (hired AFTER 4/6/2024) (hired on or after 4/6/24)	Effective upon Ratification*	4/1/2027	4/1/2028
Hire			
6 Months	\$12.00	\$12.00	\$12.00
12 Months	\$12.50	\$12.50	\$12.50
18 Months	\$13.00	\$13.00	\$13.00
24 Months	\$13.75	\$13.75	\$13.75
Overscale Increases	\$16.35	\$16.35	\$16.35

Courtesy Clerks (hired on or after 4/6/2026)	Effective upon Ratification*	4/1/2027	4/1/2028
Hire			
6 Months	\$13.00	\$13.00	\$13.00
12 Months	\$13.50	\$13.50	\$13.50
18 Months	\$14.00	\$14.00	\$14.00
24 Months	\$14.50	\$14.50	\$14.50
30 Months	\$15.00	\$15.00	\$15.00
36 Months	\$15.50	\$15.50	\$15.50
Overscale Increases	\$16.35	\$16.35	\$16.35

* If a tentative agreement is reached on April 30, 2026, and the contract is ratified by April 30, 2026, the parties agree that any year one wages increase will be retroactive to April 1, 2026.

June 13
 tad CJT

Contract Clean up:

- Eliminate all vestigial dates throughout the contract.
- Add Minnesota Rest and Meal Break MOU to the back of the contract.
- Add Roth IRA MOU to the back of the contract.

Tentative Agreement Date: 30 JUNE 2026

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TENTATIVE AGREEMENT
 Between
 Knowlan's
 And
 UFCW LOCAL 1189

ARTICLE 19
HEALTH CARE PLAN

SECTION 19.2:

Effective April 8, 2024, the Employer will increase its current contribution by three and one-half percent (3.5%). Effective April 14, 2025, the Employer will increase its current contribution by three and one-half percent (3.5%).

Weekly Contribution	Employer	Employee
Pre 4/7/2024 Full-Time	\$227.03	\$20
4/8/2024 Full-Time	\$234.98	\$20
4/14/2025 Full-Time	\$243.20	\$20
Pre 4/7/2024 Part-Time	\$84.98	\$8
4/8/2024 Part-Time	\$87.95	\$8
4/14/2025 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
Full-time Year 1	\$246.36	90.0%	\$27.37	10.0%	\$273.73
Full-time Year 2	\$251.49	87.5%	\$35.93	12.5%	\$287.42
Full-time Year 3	\$258.97	85.0%	\$45.70	15.0%	\$304.67
Part-time Current	\$91.03	91.92%	\$8.00	8.08%	\$99.03
Part-time Year 1	\$92.69	90.0%	\$10.30	10.0%	\$102.99
Part-time Year 2	\$94.62	87.5%	\$13.52	12.5%	\$108.14
Part-time Year 3	\$97.44	85.0%	\$17.19	15.0%	\$114.63

Tentative Agreement Date: 30 April 26

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