

# Jerry's 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
Jerry's Foods	9:30 – 11:00 a.m. 2:30 – 4:00 p.m.
Roseville-Larpenteur	7:00 – 8:30 a.m. 12:00 – 1:30 p.m.
Sunray	7:00 – 8:30 a.m. 12:00 – 1:30 p.m.
West St. Paul	9:30 – 11:00 a.m. 2:30 – 4:00 p.m.
Woodbury	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.



TENTATIVE AGREEMENT  
Between  
Jerry's  
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 2.1: 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 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.~~


**SECTION 2.6: WORK SCHEDULES:**


G. **Electronic Schedules:** ~~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. If it is determined that additional software or programming is needed for the Union to view or process the scheduling data or information, it will be at the Union's expense.

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Commented [SS2]: This sentence is current language and was not proposed to be removed, I added it to show it is remaining the same as is currently.

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**ARTICLE 3 - FULL-TIME/PART-TIME RATIOS**

~~A monthly report of Prime-time employees will be posted in all departments by the schedules.~~ **A report of Prime-time employees will be posted quarterly in the break room.** *de*

**ARTICLE 4 - SENIORITY**

**SECTION 4.1: DEFINITION OF SENIORITY:**

- C. Seniority will be applied on the basis of the following classifications:
1. Full-time employees  
Includes: Department heads, Senior Retail Specialists, Universal, Full-time Maintenance, Journeymen, and Wrappers.
  2. Part-time employees  
Includes: Regular Part-time and Other-than-Journeymen.
  3. Utility employees  
~~Employees formerly classified as bagger/carryout/part-time maintenance.~~
  4. Prime-time employees
  5. Certified Pharmacy Technicians *ok ok*
  6. Non-Certified Pharmacy Technicians *ok*

**SECTION 4.2: APPLICATION OF SENIORITY:**

- A. Probationary Period: *de*
- 1) All newly hired employees will be on probation for thirty (30) ~~calendar days~~ **shifts** and will thereafter attain seniority with the Employer, with seniority reverting back to the date of hire.
  - 2) ~~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~~

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~~employ of the Employer, the seniority date shall revert back to their original date of employment.~~

3) 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.

4) Employees promoted from ~~courtesy~~ Utility clerk to prime time or regular part-time will have a ~~thirty (30) day~~ **twenty (20) shift** probation period to demonstrate the ability to perform basic job functions ~~or opt to return to their previous classification~~. Employees who fail to perform basic job functions ~~or opt to return~~ will be returned to their previous ~~position~~ **classification** and previous rate of pay without loss of seniority.

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C. **Layoff and Recall:** Lay-off will be by reverse seniority in each classification. The last laid-off will be the first recalled.

5) **Certified Pharmacy Technician:** ~~For purposes of layoff and recall, the Employer has a right to maintain its Nationally-Certified Pharmacy Technicians (NCPT) without regard to their original part-time or full-time seniority date. In the event of a reduction of force in the Employer's Pharmacy, the least senior, based on their NCPT date of hire or promotion as a NCPT will be the first laid off from the pharmacy. The NCPT If the Certified Pharmacy Technician who is laid off from the pharmacy transferred directly from one of the other classifications listed in 4.1(C) above, will be scheduled in other areas of the store and they will maintain their original seniority date in the appropriate that classification and may be scheduled in other areas of the store.~~

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6) **Non-Certified Pharmacy Technician:** In the event of a reduction of force in the Employer's Pharmacy, the least senior, based on their date of hire will be the first laid off from the pharmacy. If the Non-Certified Pharmacy Technician who is laid off from the pharmacy transferred directly from one of the other classifications listed in 4.1(C) above, they will maintain their original seniority date in that classification and may be scheduled in other areas of the store.

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**ARTICLE 6 - DEFINITIONS**

**SECTION 6.6: PRIME TIME:**

A prime-time employee is an employee whose work is restricted to specific days and limited hours each week. A Prime time employee may work no more than twenty four (24) hours per week with a minimum of twelve (12) hours per week and a minimum of three (3) hours per shift. ~~These prime-time employees are prohibited from working Tuesdays except for Thanksgiving and Christmas weeks.~~ Employees may be scheduled fewer than twelve (12) hours by mutual agreement. Prime time part-time employees may be scheduled and assigned on an interchangeable basis between all departments (excluding meat department restrictions). Prime-time employees are not eligible for health and welfare or retirement benefits except that they may make pre-tax contributions to the 401K plan (20.2.D).

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**SECTION 6.10: DEPARTMENT HEAD:**

The Employer shall have the option to designate a total of up to nine Department Head positions in each store, provided that the Employer must maintain and fill the basic six Department Head within the store before it may fill any of the optional three Department Head positions provided for herein. No Employer shall be obligated to create any additional Department Head positions, beyond the minimum Department Head positions, by reason of these provisions. The Employer may designate which positions or jobs it will recognize as one of the optional three Department Head positions, recognizing that the positions so designated may vary from store to store within an Employer's operations.

If the Employer chooses to designate an existing leadership position occupied by a bargaining unit employee as one of its optional Department Head positions, the incumbent employee will remain in that position and be promoted to Department Head status. The Employer shall provide the local Union with two weeks' advanced notice of its intention to designate a position as one of the optional Department Head Positions. Notice to members shall be by store posting. ~~In those cases in which the Employer designates one or more optional Department Head positions as provided herein, then the maximum number of management trainees as specified in shall be reduced from five (5) by one position for each optional Department Head position designated by the Employer.~~

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**ARTICLE 7 – PAID TIME OFF (PTO)**

C. Prime Time and Utility

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

**SECTION 7.3: TERMINATION OF EMPLOYMENT:**

A. Unless discharged for just cause, a full-time employee who is permanently terminated shall receive PTO pay ~~on a prorated basis as specified in 7.2.A,~~ provided they have been employed for more than one (1) year of continuous employment.

*ok*  
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B. Unless discharged for just cause, a full-time Meat employee who has been employed six (6) months, but less than one (1) year and is permanently terminated shall receive PTO pay ~~on the same prorated basis as set forth in SECTION 7.2.A.~~

*ok*  
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**ARTICLE 8 - LEAVE OF ABSENCE**

**SECTION 8.1: PERSONAL LEAVE OF ABSENCE:**

A leave of absence not to exceed six (6) months may be granted by mutual agreement between the Employer, employee and the Union. All leaves of absence shall be requested and confirmed ~~in writing,~~ using the company's online employee payroll platform. Failure to return at the end of a leave of absence shall result in loss of seniority and employment. The Employer will use reasonable and fair judgment in determining whether or not an employee shall be granted a leave of absence and further, the Union may not unreasonably deny a requested 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~~

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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.

**SECTION 8.2: ACCIDENT, INJURY, PREGNANCY, OR SICKNESS:**

A. In case of accident, injury, pregnancy or sickness which renders the employee unable to work, an automatic leave of absence shall be granted for the period of time that they are judged unable to work up to a period of one year.

B. Extensions of this time limit shall be granted upon certification that the employee is still unable to return to work, up to a period of ~~three (3) years~~ **one (1) additional year**. The employee must be able to pass a physical examination upon return to work, if requested.

**SECTION 8.3: 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.

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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.

**ARTICLE 10 - 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 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.~~

~~C. The normal progression shall be as follows:~~

~~1. Written Warning - Shall be documented by date in the employee's~~

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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).

**SECTION 13.9: BARGAINING COMMITTEE MEMBERS:**

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

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**ARTICLE 15 - GRIEVANCE AND ARBITRATION**

Replace the current language with the following:

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.

**Section 15.2: Mediation**

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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.

**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**

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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 16 - SHELF STOCKING**

During the term of this Agreement, the Union and the Employer agree to an alternate process for shelf stocking and resets. This process is outlined in Letter of Agreement #8 5 and replaces the entirety of this Article while it is in effect.

**ARTICLE 19 - HEALTH CARE PLAN**

**SECTION 19.2:**

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.

Weekly Contribution	Employer	Employee
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
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

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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 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.~~

**ARTICLE 24 - 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 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.~~

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**Jerry's Foods - FT**

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

DEPARTMENT HEADS	Current	At Ratification	4/4/2027	4/2/2028
<del>Asst-MGR/Head stock</del>	<del>\$33.62</del>	<del>\$34.17</del>	<del>\$34.73</del>	<del>\$35.37</del>
All Other (Non-Meat) Dept Heads	\$33.22	\$33.77	\$34.32	\$34.87
Journeymen	\$33.70	\$34.25	\$34.80	\$35.35
Head Meat Cutter	\$34.37	\$34.92	\$35.47	\$36.02
Top and overscale Increases		0.55	0.55	0.55

**POST RATIFICATION**

DEPARTMENT HEADS*	Current	At Ratification	4/4/2027	4/2/2028
Head Meat Cutter**	\$34.37	\$34.92	\$35.47	\$36.02
All Dept Heads				
0-1 year	-	\$33.77	\$33.77	\$33.77
1-2 year	-	-	\$34.32	\$34.32
2+	-	-	-	\$34.87

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*\*Meat Mgr and all other Dept Heads. Existing Head Meat Cutters remain on PRE-RATIFICATION SCALE*

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

*Add classification for "MEAT MANAGER" (not Head Meat Cutter) that would slot in the All other Dept. Heads.*

<b>WRAPPERS AND OTHER-THAN JORNEYMEN</b>	<b>Current</b>	<b>At Ratification</b>	<b>4/4/2027</b>	<b>4/2/2028</b>
<b>POST 4/7/2024</b>				
Start-1 Year	\$20.75	\$20.75	\$20.75	\$20.75
1 - 2 YEARS	\$22.75	\$22.75	\$22.75	\$22.75
2 - 3 YEARS	\$24.75	\$24.75	\$24.75	\$24.75
3 - 4 YEARS	\$26.75	\$26.75	\$26.75	\$26.75
4+	\$28.93	\$29.48	\$30.03	\$30.58
<i>Top and overscale Increases</i>		<b>0.55</b>	<b>0.55</b>	<b>0.55</b>

<b>APPRENTICES</b>	<b>Current</b>	<b>At Ratification</b>	<b>4/4/2027</b>	<b>4/2/2028</b>
1-1040 Hours	\$22.00	\$22.55	\$23.10	\$23.65
1041-2080 Hours	\$23.50	\$24.05	\$24.60	\$25.15
2081-3120 Hours	\$25.50	\$26.05	\$26.60	\$27.15
3121-5201 Hours	\$29.25	\$29.80	\$30.35	\$30.90
5202 + Top of Scale	\$33.70	\$34.25	\$34.80	\$35.35
<i>Top and overscale Increases</i>		<b>0.55</b>	<b>0.55</b>	<b>0.55</b>

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TENTATIVE AGREEMENT  
Between  
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And  
UFCW LOCAL 1189

Senior Retail Specialist Employees	Current	At Ratification	4/4/2027	4/2/2028
<b>HIRED/PROMOTED BEFORE 4/9/08</b>				
	\$32.18	\$32.73	\$33.28	\$33.83
<i>Top and overscale Increases</i>		0.55	0.55	0.55

Universal				
Pre 4/5/2026	Current	At Ratification	4/4/2027	4/2/2028
0-6 MONTHS	\$16.90	\$16.90	\$16.90	\$16.90
6-12 MONTHS	\$17.90	\$17.90	\$17.90	\$17.90
12-18 MONTHS	\$18.90	\$18.90	\$18.90	\$18.90
18-24 MONTHS	\$19.90	\$19.90	\$19.90	\$19.90
2-3 YEARS	\$20.90	\$20.90	\$20.90	\$20.90
3-4 YEARS	\$21.90	\$21.90	\$21.90	\$21.90
4-5 YEARS	\$22.90	\$22.90	\$22.90	\$22.90
5-6 YEARS	\$23.90	\$23.90	\$23.90	\$23.90
6-7 YEARS	\$24.90	\$24.90	\$24.90	\$24.90
7+ YEARS	\$29.78	\$30.33	\$30.88	\$31.43
<i>Top and overscale Increases</i>		0.55	0.55	0.55

Universal	Current	At Ratification	4/4/2027	4/2/2028
<b>POST RATIFICATION</b>				
0-6 MONTHS		\$18.90	\$18.90	\$18.90

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**TENTATIVE AGREEMENT**  
**Between**  
**Jerry's**  
**And**  
**UFCW LOCAL 1189**

6-12 MONTHS		\$19.90	\$19.90	\$19.90
12-18 MONTHS		\$20.90	\$20.90	\$20.90
18-24 MONTHS		\$21.90	\$21.90	\$21.90
2-3 YEARS		\$22.90	\$22.90	\$22.90
3-4 YEARS		\$23.90	\$23.90	\$23.90
4-5 YEARS		\$24.90	\$24.90	\$24.90
5-6 YEARS		\$25.90	\$25.90	\$25.90
6-7 YEARS		\$26.90	\$26.90	\$26.90
<del>7+ YEARS</del> 7-8 YEARS	\$27.55	\$28.10	\$28.10	\$28.10
8-9 YEARS		\$28.65	\$28.65	\$28.65
9+ YEARS		\$29.78	\$30.33	\$30.88
<b>Top and overscale Increases</b>		<b>0.55</b>	<b>0.55</b>	<b>0.55</b>

Wrappers & Other Than Journeyman	Current	At Ratification	4/4/2027	4/2/2028
Start-1 Year	\$17.73	\$17.73	\$17.73	\$17.73
1 - 2 YEARS	\$18.73	\$18.73	\$18.73	\$18.73
2 - 3 YEARS	\$19.73	\$19.73	\$19.73	\$19.73
3+	\$29.78	\$30.33	\$30.88	\$31.43
<b>Top and overscale Increases</b>		<b>0.55</b>	<b>0.55</b>	<b>0.55</b>

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	At Ratification	4/4/2027	4/2/2028

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TENTATIVE AGREEMENT  
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0-1 YEAR		\$17.50	\$17.50	\$17.50
1-2 YEARS		\$18.00	\$18.00	\$18.00
2-3 YEARS		\$19.00	\$19.00	\$19.00
3-4 YEARS		\$19.80	\$19.80	\$19.80
4-5 YEARS		\$23.80	\$23.80	\$23.80
5-6 YEARS		\$24.80	\$25.35	\$25.90
<i>Top and overscale increases</i>			\$0.55	\$0.55

**Jerry's Foods PART-TIME**

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

<del>Regular</del> Part-Time	Current	At Ratification	4/4/2027	4/2/2028
HIRE -520 HOURS	\$13.75	<del>\$13.75</del>	<del>\$13.75</del>	<del>\$13.75</del>
NEXT 520 HOURS	\$14.00	\$14.00	<del>\$14.00</del>	<del>\$14.00</del>
NEXT 520 HOURS	\$14.50	\$14.50	\$14.50	<del>\$14.50</del>
NEXT 520 HOURS	\$15.00	\$15.00	\$15.00	\$15.00
NEXT 520 HOURS	\$15.50	\$15.50	\$15.50	\$15.50
NEXT 520 HOURS	\$16.00	\$16.00	\$16.00	\$16.00
NEXT 520 HOURS	\$16.75	\$16.75	\$16.75	\$16.75

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NEXT 520 HOURS	\$17.25	\$17.25	\$17.25	\$17.25
NEXT 520 HOURS	\$18.25	\$18.25	\$18.25	\$18.25
NEXT 520 HOURS	\$20.80	\$20.80	\$20.80	\$20.80
NEXT 520 HOURS		\$21.35	\$21.35	\$21.35
NEXT 520 HOURS			\$21.90	\$21.90
NEXT 520 HOURS				\$21.90
<b>Top and overscale Increases</b>		0.55	0.55	0.55

Prime-Time <del>Part-Time</del>	Current		At Ratification		4/4/2027		4/2/2028
POST 4/7/2024							
0-6 MONTHS	\$13.75		<del>\$13.75</del>	-	\$13.75	-	\$13.75
6-12 MONTHS	\$14.00	6 mo	\$14.00		\$14.00	-	\$14.00
Year 1	\$14.50	6 mo	\$14.50	6 mo	\$14.50		\$14.50
Year 2	\$15.00	Yr 1	\$15.00	6 mo	\$15.00	6 mo	\$15.00
Year 3	\$15.50	Yr 2	\$15.50	Yr 1	\$15.50	6 mo	\$15.50
Year 4	\$16.00	Yr 3	\$16.00	Yr 2	\$16.00	Yr 1	\$16.00
Year 5	\$16.75	Yr 4	\$16.75	Yr 3	\$16.75	Yr 2	\$16.75
Year 6	\$17.25	Yr 5	\$17.25	Yr 4	\$17.25	Yr 3	\$17.25

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Year 7	\$20.80	Yr 6	\$20.80	Yr 5	\$20.80	Yr 4	\$20.80
		Yr 7	\$21.35	Yr 6	\$21.10	Yr 5	\$21.10
				Yr 7	\$21.90	Yr 6	\$21.40
						Yr 7	\$22.45
<b>Top and overscale Increases</b>			0.55		0.55		0.55

Utility <del>Part-Time</del>	Current		At Ratification		4/4/2027		4/2/2028
Year 1	\$10.50		\$13.00		<del>\$13.00</del>		\$13.00
Year 2	\$11.00		\$13.50	Yr 1	\$13.50		\$13.50
Year 3	\$11.50		\$14.00	Yr 2	\$14.00	Yr 1	\$14.00
Year 4	\$12.00		\$15.00	Yr 3	\$15.00	Yr 2	\$15.00
Year 5	\$16.90		\$17.45	Yr 4	\$17.50	Yr 3	\$17.50
				Yr 5	\$18.00	Yr 4	\$17.50
						Yr 5	\$18.55
<b>Top and overscale Increases</b>			0.55		0.55		0.55

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PRE 4/7/2024				
Prime Time <del>Part Time</del>	Current	At Ratification	4/4/2027	4/2/2028
Year 1	\$10.75			\$0.00
Year 2	\$11.00			\$0.00
Year 3	\$11.50			\$0.00
Year 4	\$12.50			\$0.00
Year 5	\$14.10	\$14.10	\$14.10	\$14.10
Year 6	\$14.50*	\$14.50	\$14.50	\$14.50
Year 7	\$20.80	\$21.35	\$21.90	\$22.45
<b>Top and overscale Increases</b>		<b>0.55</b>	<b>0.55</b>	<b>0.55</b>

"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 Jerry's Foods contracts.

**Jerry's Foods STP Scale Retirement**

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

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4-5 YEARS	\$19.90			
5-6 YEARS	\$20.90			
6+ YEARS	\$29.78			
<i>Top and overscale Increases</i>				

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

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

Effective June 6, 2019, The Union agreed that the Employer could implement a \$3.00/hour premium for Department Manager Trainees, not to exceed the applicable department top scale rate (non-department head).

Language clean up:

- Change any references to "vacation" to "PTO."
- Incorporate the Roth IRA Deferral LOA into Article 20
- Eliminate all vestigial dates throughout.
- Add Minnesota Rest and Meal Break MOU to the back of the contract.

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ER: \_\_\_\_\_

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TENTATIVE AGREEMENT  
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**APPENDIX "G"**

**LETTER OF UNDERSTANDING- JATC MN State-Certified Meat Apprenticeship**

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

**LETTER OF AGREEMENT #5 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.

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