

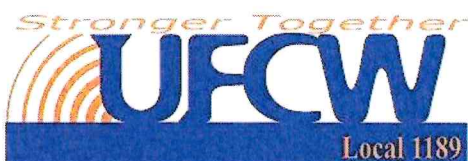
Kowalski's Contract Ratification Information

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.

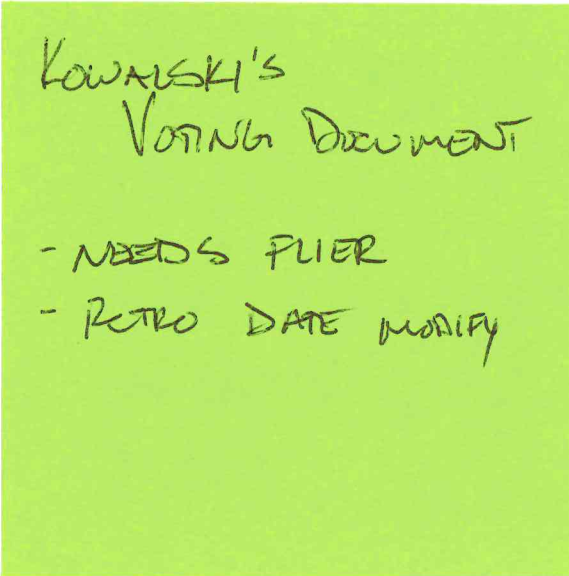
Tuesday, June 9, 2026

| Location | Time |
|------------------|---------------------------------------|
| Cub Meadowlands | 7:00 – 8:30 a.m. 12:00 – 1:30 p.m. |
| Grand Avenue | 7:00 – 8:30 a.m. 12:00 – 1:30 p.m. |
| Oak Park Heights | 7:00 – 8:30 a.m. 12:00 – 1:30 p.m. |
| Shoreview | 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. |
| 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.



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.



KOWALSKI'S
VOTING DOCUMENT

- NEEDS FLIER
- RETRO DATE MODIFY

TENTATIVE AGREEMENT
Between
Kowalski'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 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.

SECTION 2.7: MINIMUM SCHEDULED HOURS:

B. No employee shall be scheduled for less than ~~twenty (20)~~ eighteen (18) hours per work week, except those scheduled for the last working day of the week (Saturday), who shall be scheduled for not less than six (6) hours. Employees may be scheduled less than ~~twenty (20)~~ eighteen (18) hours by mutual agreement.

ARTICLE 4
SENIORITY

SECTION 4.2: APPLICATION OF SENIORITY:

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

Date: 6 May 2026

ER: Don Klanner

UN: Stacy

TENTATIVE AGREEMENT
Between
Kowalski's
And
UFCW LOCAL 1189

SECTION 2.11: 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.

G. Inclement Weather: An employee shall not be disciplined for an unforeseen absence that occurs when a "No Travel Advisory" has been issued by the Department of Transportation. Employees may use ~~paid time off (PTO) or sick time~~ **any available paid benefit time** to cover the absence. If an employee does not have enough PTO in their bank to cover time off due to inclement weather, the employee shall not be disciplined.

Tentative Agreement Date: 2/17/2026

ER: 

UN: 

TENTATIVE AGREEMENT

Between
Kowalski's
And

UFCW LOCAL 1189

SECTION 4.2

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, this 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.

3) An employee's seniority date may change due to a change of classification. Employees promoted from courtesy clerk to prime time or part time will have a twenty (20) shift probation period to demonstrate the ability to perform basic job functions. Employees who fail to perform basic job functions, or an employee chooses to, will be returned to their previous position and previous rate of pay without loss of seniority. The employee's ~~but a new probationary period is not required nor will the date of hire will not be changed for~~ purposes of benefits.

E. Job Posting

1) The Employer will post all open full-time bargaining unit positions in all of their stores represented by UFCW Local 1189, ~~and The Employer 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 who have worked for the Employer for six (6) months or more, unless none of the applicants has the ability or availability to perform the duties required. Employees will be allowed to apply and will 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. When If the Employer determines that two (2) or more employees candidates for a particular position are equally qualified for a position, seniority will be the deciding factor in determining which one is promoted, it will select the most senior candidate. If no employee within the bargaining unit responds to the posting within the seven (7) days that it is posted, then the Employer may fill the opening from outside the bargaining unit, or, at the Employer's option, from within the bargaining unit without regard to seniority. Employees who are absence during this posting period may be given up to five (5) calendar days within which to respond to any posting. 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~~

The Employer will also post Meat Department and Deli Department part-time positions in the store in which that position is located.

Date: 6 MAY 2026

ER: Dan Korman

UN: [Signature]

TENTATIVE AGREEMENT
Between
Kowalski's
And
UFCW LOCAL 1189


SECTION 4.4: 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: 2/17/2026

ER: 

UN: 

TENTATIVE AGREEMENT
Between
Kowalski's
And
UFCW LOCAL 1189

ARTICLE 5
HOLIDAYS

SECTION 5.1: HOLIDAYS DEFINED:

4) Volunteer Sheets: Volunteer sheets will be posted ~~fewer than six (6) weeks prior to any of the listed holidays~~ ~~once a year~~ to give employees time to indicate their desire to work on such holidays. Volunteer sheets shall remain in place ~~until seven (7) days prior to the schedule being posted.~~ ~~until the affected schedule is posted.~~

SECTION 5.2: COMPUTATION OF HOLIDAY PAY:

C. Utility and Prime-Time: After ninety (90) days, Utility and Prime-time employees will receive holiday pay when the employee works the holiday. A ~~Prime-time~~ or utility employee who has completed one (1) year of continuous service with the Employer shall be entitled to four (4) hours pay at their regular rate of pay for the six (6) listed calendar holidays. This pay is due irrespective of scheduled work days.

D. Eligibility For Holiday Pay: In order to qualify for holiday pay, an employee must have worked in one of the following: the week before the week in which a holiday occurs, the week in which the holiday occurs, or the week after the week in which the holiday occurs. In addition, the employee must work their scheduled workday before and their scheduled workday after the holiday unless excused by the Employer or unless absent due to proven illness, ~~using PTO for an ESST covered absence~~

ARTICLE 6
DEFINITIONS

SECTION 6.6: PRIME TIME PART-TIME:

A prime time ~~part-time~~ employee shall be an employee who may work no more than thirty (30) hours per week ~~and are prohibited from working Tuesdays except for Thanksgiving and Christmas weeks.~~ These hours shall be subject to Section 4.2D (Application of Seniority). Prime time ~~part-time~~ employees may be scheduled and assigned on an interchangeable basis between grocery and delicatessen operations. For purposes of assessing the Employers compliance with ARTICLE 3 (ratio), prime time ~~part-time~~ employees do not count as part of the Employer's bargaining unit work force. However, prime time ~~part-time~~ employees may not exceed a maximum of thirty-five (35) percent of the Employer's combined part-time, utility, and prime time work force company-

Date: 6 May 2016

ER: [Signature]

UN: [Signature]

TENTATIVE AGREEMENT
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UFCW LOCAL 1189

wide. In the event of any ambiguities or conflicts between the terms of this section and any other provisions of this Agreement, the terms of this section shall control any questions concerning the terms and conditions of employment in the prime time ~~part-time~~ position. The employer will give consideration to prime time employees for the next available ~~regular~~ part time position.

ARTICLE 7
PERSONAL TIME OFF (PTO)

SECTION 7.2: COMPUTATION OF PTO PAY:

Full-time: PTO for these employees will be computed based on the PTO chart, up to their full allotment of regular PTO hours based on their years of service. Time and one-half (1-1/2) PTO will be granted on those hours over forty (40) and will be paid out based on the current Employer overtime vacation practice at the time the Employee takes their PTO. An employee in this classification who has worked 1600 hours or more in their anniversary year shall be entitled to a full PTO period with pay based on forty (40) hours. ~~If~~ Unless otherwise required by law, if the employee works less than 1600 hours in an anniversary year, they shall receive one-tenth (1/10th) of a full PTO period for each 160 hours worked. The Employer will, on the anniversary date for these employees, provide any remaining PTO hours owed to the employees based on the language in this article-

C. Prime time Part-Time: Prime time ~~part-time~~ employees are eligible for PTO in Section 7.I.B. Existing Prime time ~~part-time~~ employees will receive ~~vacation effective April 10, 2022 with up to two (2) years of credit towards their~~ PTO based on Section 7.I.B.

SECTION 7.7: EARNED SICK AND SAFE TIME (ESST):

The Employer will allow all UFCW 1189 members to use ~~earned accrued but unused~~ PTO for purposes that fall under ~~Minnesota's ESST law, or any applicable local ordinance. This amount of PTO that an employee can use per year shall be capped in accordance with the St. Paul ESST ordinance. Also, in~~ accordance with ~~the Minnesota~~ ESST law, employees with less than one (1) year of service will begin accruing PTO ~~immediately upon being hired but will not have any PTO granted for use until after completing ninety (90) days of service and employees who end employment with less than one (1) year of service will not have any unused PTO time paid out.~~

Date: 6 May 2026

ER: [Signature]

UN: [Signature]

TENTATIVE AGREEMENT
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And
UFCW LOCAL 1189

ARTICLE 8
LEAVE OF ABSENCE

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

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

SECTION 8.6: FAMILY AND MEDICAL LEAVE ACT:

Employees shall not be required to use their ~~paid vacation-PTO~~ or personal paid holiday time during any leave period which is covered by the Family and Medical Leave Act

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

The Employer agrees that it will provide a leave of absence 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

Date: 6 May 2026

ER: [Signature]

UN: [Signature]

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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.

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 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 Store Manager or the Manager on Duty (MOD) or Front End Supervisor.

SECTION 13.9: BARGAINING COMMITTEE MEMBERS:

Date: 6 May 2026

ER: [Signature]

UN: [Signature]

TENTATIVE AGREEMENT
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UFCW LOCAL 1189

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.

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: 2/17/2026

ER: Don Klassen

UN: [Signature]

TENTATIVE AGREEMENT
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SECTION 13.9 BARGAINING COMMITTEE

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 calculations. It is agreed that the employer will pay the health and welfare insurance, pension retirement, and PTO accruals and the Union will pay the wage and applicable taxes.

ARTICLE 15
GRIEVANCE AND ARBITRATION

Replace the current Article 15 Grievance and Arbitration 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.

Date: 6 May 2026

ER: [Signature]

UN: [Signature]

TENTATIVE AGREEMENT

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Kowalski's
And
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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

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.

Date: 6 May, 2026

ER: Don Klum

UN: [Signature]

TENTATIVE AGREEMENT
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 UFCW LOCAL 1189

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

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 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 |

Date: 6 May 2026

ER: [Signature]

UN: [Signature]

TENTATIVE AGREEMENT
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Kowalski's
And
UFCW LOCAL 1189

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 |

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 25
DRUG AND ALCOHOL TESTING

D. The Employer agrees to offer the employee who is 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.

Date: 6 May 2006

ER: [Signature]

UN: [Signature]

TENTATIVE AGREEMENT
Between
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And
UFCW LOCAL 1189

ARTICLE 21
VACATION RELIEF AND SUMMER WAIVER PERIOD.
EMERGENCY WAIVER

~~E. Carryout to Part-time Waivers:~~

~~The Employer may waiver utility employees to part-time for eight (8) or more weeks from May
+ Labor Day, and for four (4) or more weeks during the November 1 - January 1 period.~~

Date: 6 May 2026

ER: David Klamer

UN: STP

TENTATIVE AGREEMENT
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And
UFCW LOCAL 1189

Appendix A

| | Current Rate | Rate at Ratification* |
|-------------------------------------|--------------|-----------------------|
| Asst. Mgr / Head Stock | \$33.77 | \$34.32 |
| Deli, Produce, Dairy/Frozen Manager | \$33.77 | \$34.32 |
| Head Meat Cutter | \$34.52 | \$35.07 |
| Journeyman | \$33.85 | \$34.40 |
| Senior Retail Specialist | \$32.33 | \$32.88 |

| Wrappers & Other than Journeyman certified to cut meat | Current Rate | Hired or Promoted prior to Apr. 5, 2026 | Hired or Promoted after Apr. 4, 2026 |
|--|--------------|---|--------------------------------------|
| Start - 1 year | \$17.23 | \$17.23 | \$17.23 |
| 1 - 2 years | \$18.23 | \$18.23 | \$18.23 |
| 2 - 3 years | \$19.23 | \$19.23 | \$19.23 |
| 3 - 4 years | \$20.23 | \$20.23 | \$20.23 |
| 4 - 5 years | \$22.25 | \$22.25 | \$21.25 |
| 5 - 6 years | \$25.93 | \$25.93 | \$22.25 |
| 6 - 7 years | \$29.93 | \$29.93 | \$23.25 |
| 7 - 8 years | | | \$24.50 |
| 8 - 9 years | | | \$25.93 |
| 9 - 10 years | | | \$27.50 |
| 11-12 years | | | \$29.93 |
| Top Rate | | \$30.48 | \$30.48 |

Date: 6 May 2026

ER: [Signature]

UN: [Signature]

TENTATIVE AGREEMENT
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 Kowalski's
 And
 UFCW LOCAL 1189

| Wrappers & Other than Journeyman not certified to cut meat (Part-Time) | Current Rate | Hired or Promoted prior to Apr. 5, 2026 | Hired or Promoted after Apr. 4, 2026 |
|---|--------------|--|--|
| 0-1040 hours | \$14.66 | \$14.66 | \$15.66 |
| 1041-2080 hours | \$15.66 | \$15.66 | \$17.00 |
| 2081-3119 hours | \$17.00 | \$17.00 | \$18.00 |
| 3120-4158 hours | \$18.00 | \$18.00 | \$19.00 |
| 4159-6239 hours | \$19.00 | \$19.00 | \$20.00 |
| 6240-7279 hours | \$20.00 | \$20.00 | \$22.00 |
| 7280-8319 hours | \$22.00 | \$22.00 | \$23.25 |
| 8320-9360 hours | \$24.74 | \$24.74 | \$24.74 |
| 9361-10400 hours | | | \$25.75 |
| 10401-11440 hours | | | \$26.75 |
| 11441-12480 hours | \$27.44 | \$27.44 | \$27.44 |
| 12481+ hours | | \$27.99 | \$27.99 |

| Universal Employees | Current Rate | Hired or Promoted prior to Apr. 5, 2026 | Hired or Promoted after Apr. 4, 2026 |
|---------------------|--------------|--|--|
| Start - 1 year | \$14.75 | \$14.75 | \$16.25 |
| 1 - 2 years | \$15.50 | \$15.50 | \$17.00 |
| 2 - 3 years | \$16.25 | \$16.25 | \$17.75 |
| 3 - 4 years | \$17.00 | \$17.00 | \$18.50 |

Date: 6 May 2026

ER: [Signature]

LN: [Signature]

TENTATIVE AGREEMENT
Between
Kowalski's
And
UFCW LOCAL 1189

| | | | |
|---------------|---------|---------|---------|
| 4 - 5 years | \$17.75 | \$17.75 | \$19.25 |
| 5 - 6 years | \$18.50 | \$18.50 | \$20.00 |
| 6 - 7 years | \$19.25 | \$19.25 | \$21.00 |
| 7 - 8 years | \$20.00 | \$20.00 | \$22.25 |
| 8 - 9 years | \$21.00 | \$21.00 | \$23.25 |
| 9 - 10 years | \$22.25 | \$22.25 | \$24.50 |
| 10 - 11 years | \$25.93 | \$25.93 | \$25.93 |
| 11-12 Years | \$29.93 | \$29.93 | \$27.25 |
| 12-13 years | | | \$28.50 |
| 13-14 years | | | \$29.93 |
| Top Rate | | \$30.48 | \$30.48 |

| PT Deli Specialist Scale | Current Rate | Rate at Ratification* |
|--------------------------|--------------|-----------------------|
| Hire - 520 hours | \$16.00 | \$16.00 |
| Next 520 Hours | \$16.50 | \$16.50 |
| Next 520 Hours | \$17.50 | \$17.50 |
| Next 520 Hours | \$18.50 | \$18.50 |
| Next 520 Hours | \$19.50 | \$19.50 |
| Next 520 Hours | \$20.50 | \$20.50 |
| Next 520 Hours | \$21.50 | \$21.50 |
| Next 520 Hours | \$22.50 | \$22.50 |
| Top Rate | | \$23.05 |

| Regular Part-Time / Prime Time Part-Time hired/promoted after 8/4/2016 | Current Rate | Rate at Ratification* |
|--|--------------|-----------------------|
| | | |

Date: 6 May 2026

ER: [Signature]

UN: [Signature]

TENTATIVE AGREEMENT
Between
Kowalski's
And
UFCW LOCAL 1189

| | | |
|--|---------|---------|
| Hire - 520 hours | \$13.25 | \$13.25 |
| Next 520 Hours | \$13.75 | \$13.75 |
| Next 520 Hours | \$14.25 | \$14.25 |
| Next 520 Hours | \$14.75 | \$14.75 |
| Next 520 Hours | \$15.25 | \$15.25 |
| Next 520 Hours | \$16.00 | \$16.00 |
| Next 520 Hours | \$17.00 | \$17.00 |
| Next 520 Hours | \$18.25 | \$18.25 |
| Next 520 Hours - hired or promoted after ratification | | \$19.50 |
| Next 520 Hours | \$20.95 | \$20.95 |
| Top Rate | | \$21.50 |

| Utility | Current Rate | Rate at Ratification* |
|------------------|--------------|-----------------------|
| Hire - 520 hours | \$12.50 | \$12.50 |
| Next 520 Hours | \$13.00 | \$13.00 |
| Next 520 Hours | \$13.50 | \$13.50 |
| Next 520 Hours | \$14.00 | \$14.00 |
| Next 520 Hours | \$14.35 | \$14.35 |
| Next 520 Hours | \$17.05 | \$17.05 |
| Top Rate | | \$17.60 |

Employees who are at the top or above scale will receive the following increases

Date: 6 May 2026
 ER: [Signature]
 UN: [Signature]

TENTATIVE AGREEMENT
 Between
 Kowalski's
 And
 UFCW LOCAL 1189

| | Effective upon ratification* | | 4/4/2027 | 4/2/2028 |
|--|------------------------------|------|----------|----------|
| | | | | |
| Asst. Mgr / Head Stock | 0.55 | 0.55 | 0.55 | 0.55 |
| Deli, Produce, Dairy/Frozen Manager | 0.55 | 0.55 | 0.55 | 0.55 |
| Head Meat Cutter | 0.55 | 0.55 | 0.55 | 0.55 |
| Journeyman | 0.55 | 0.55 | 0.55 | 0.55 |
| Senior Retail Specialist | 0.55 | 0.55 | 0.55 | 0.55 |
| Wrappers & Other than Journeyman certified to cut meat | 0.55 | 0.55 | 0.55 | 0.55 |
| Wrappers & Other than Journeyman not certified to cut meat (Part-Time) | 0.55 | 0.55 | 0.55 | 0.55 |
| Universal Employees | 0.55 | 0.55 | 0.55 | 0.55 |
| PT Deli Specialist | 0.55 | 0.55 | 0.55 | 0.55 |
| Regular Part-Time / Prime Time Part-Time hired/promoted after 8/4/2016 | 0.55 | 0.55 | 0.55 | 0.55 |
| Utility | 0.55 | 0.55 | 0.55 | 0.55 |

* 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 3, 2026.

Date: 6 May 2026
 ER: [Signature]
 UN: [Signature]

June 13 tad

TENTATIVE AGREEMENT
Between
Kowalski's
And
UFCW LOCAL 1189

| | Effective upon ratification* | | 4/4/2027 | 4/2/2028 |
|--|------------------------------|------|----------|----------|
| | | | | |
| Asst. Mgr / Head Stock | 0.55 | 0.55 | | 0.55 |
| Deli, Produce, Dairy/Frozen Manager | 0.55 | 0.55 | | 0.55 |
| Head Meat Cutter | 0.55 | 0.55 | | 0.55 |
| Journeyman | 0.55 | 0.55 | | 0.55 |
| Senior Retail Specialist | 0.55 | 0.55 | | 0.55 |
| Wrappers & Other than Journeyman certified to cut meat | 0.55 | 0.55 | | 0.55 |
| Wrappers & Other than Journeyman not certified to cut meat (Part-Time) | 0.55 | 0.55 | | 0.55 |
| Universal Employees | 0.55 | 0.55 | | 0.55 |
| PT Deli Specialist | 0.55 | 0.55 | | 0.55 |
| Regular Part-Time / Prime Time Part-Time hired/promoted after 8/4/2016 | 0.55 | 0.55 | | 0.55 |
| Utility | 0.55 | 0.55 | | 0.55 |

* 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
had*

Date: 6 May 2026
 ER: *[Signature]*
 UN: *[Signature]*

TENTATIVE AGREEMENT
 Between
 Kowalski's
 And
 UFCW LOCAL 1189

| | Effective upon ratification* | | 4/2/2028 |
|--|------------------------------|------|----------|
| | 4/4/2027 | 0.55 | |
| Asst. Mgr / Head Stock | 0.55 | 0.55 | 0.55 |
| Deli, Produce, Dairy/Frozen Manager | 0.55 | 0.55 | 0.55 |
| Head Meat Cutter | 0.55 | 0.55 | 0.55 |
| Journeyman | 0.55 | 0.55 | 0.55 |
| Senior Retail Specialist | 0.55 | 0.55 | 0.55 |
| Wrappers & Other than Journeyman certified to cut meat | 0.55 | 0.55 | 0.55 |
| Wrappers & Other than Journeyman not certified to cut meat (Part-Time) | 0.55 | 0.55 | 0.55 |
| Universal Employees | 0.55 | 0.55 | 0.55 |
| PT Deli Specialist | 0.55 | 0.55 | 0.55 |
| Regular Part-Time / Prime Time Part-Time hired/promoted after 8/4/2016 | 0.55 | 0.55 | 0.55 |
| Utility | 0.55 | 0.55 | 0.55 |

Date: _____
 ER: Jon Klaren
 UN: _____

June 13
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TENTATIVE AGREEMENT
Between
Kowalski's
And
UFCW LOCAL 1189

APPENDIX "F"
LETTER OF UNDERSTANDING
MEAT APPRENTICESHIP PROGRAM

~~During the negotiations for the 2022-2024 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 charger participant in the program.~~

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.

Date: 6 MAY 2026

ER: [Signature]

UN: [Signature]