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KOWALSKI'S
April 5, 2026 through April 7, 2029

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UNITED FOOD AND COMMERCIAL WORKERS UNION
LOCAL #1189 And
Kowalski Companies, Inc.
Retail Supermarket Agreement
April 5, 2026 through April 7, 2029

ARTICLES OF AGREEMENT

THIS AGREEMENT entered into by and between the UNITED FOOD AND COMMERCIAL WORKERS UNION LOCAL NO. 1189, of St. Paul, Minnesota and vicinity, chartered by the United Food and Commercial Workers International Union, AFL-CIO-CLC hereinafter referred to as the “Union” and Kowalski’s Companies, Inc., hereinafter referred to as the “Employer.”

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) employees per store, including Store Managers, outside the bargaining unit who may perform bargaining unit work, including the cutting of meat.

B. 1) “THE ST. PAUL METROPOLITAN AREA AND VICINITY” shall be understood to comprise an area enclosed by the following boundaries (where roads or rivers are involved, it shall be understood that the boundary shall lie at the center of the road and center of the river respectively); using the 1971 official highway map of Minnesota, issued by the Minnesota Department of Highways and starting at the northwest corner, which is a point caused by the intersection of Anoka County Road #14 and Lexington Avenue (East of Johnsonville), the Western boundary goes south from that point following Lexington Avenue to Interstate Highway #35W, thence on #35W to the Minneapolis-St. Paul border (as shown on the map), thence follow the border line to the Mississippi River and the Mississippi River to the south end of the Mendota Bridge, and from that point on a straight line to a point lying one mile due east of Rosemount.

2) The Southern boundary shall lie on a straight line from the point lying one mile due east of Rosemount to a point on the St. Croix River lying two miles south of Hastings.

3) The Northern boundary shall extend from the northwest corner, described above, and lies on a line going due east to the St. Croix River.

4) The Eastern boundary shall follow the St. Croix River from the northeast point to the southeast point.

SECTION 1.2: UNION SHOP:

A. It shall be a condition of employment that all employees of the Employer covered by this Agreement who are members of the Union in good standing on the effective date of this Agreement shall remain members in good standing and those who are not members on the effective date of this Agreement shall, on the thirty-first (31st) day following the effective date of this Agreement, become and remain members in good standing in the Union. It shall also be a condition of employment that all employees covered by this Agreement and hired on or after its effective date shall, on the thirty-first (31st) day following the beginning of such employment become and remain members in good standing in the Union.

B. "In good standing," for the purposes of this Agreement between this Union and this Employer, is defined to mean the payment of a standard initiation fee or a standard reinstatement fee, if applicable, and standard monthly dues as applies uniformly to all employees covered by this Agreement.

C. The Employer will allow a representative of the Union or a steward, who is on duty, Ten (10) minutes of paid time with new employees during the Employer's scheduled orientation to reinforce the company paid employee benefits provided through the collective bargaining (CBA) with the Union, and to review other CBA and Union matters.

SECTION 1.3: OTHER AGREEMENTS:

No employee shall be asked or permitted to make any written or verbal agreement that will conflict with this Agreement.

SECTION 1.4: DUES CHECKOFF:

A. 1) The Employer agrees to deduct Union dues and initiation fees from the wages of employees in the bargaining unit who voluntarily provide the Employer with a written authorization which shall not be irrevocable for a period of more than one (1) year, or beyond the termination date of this Agreement, whichever occurs sooner. Such deduction will be made by the Employer from the wages of the employees during each calendar month and will be transmitted to the Union. In the event that no wages are due the employee, or that they are insufficient to cover the required deduction, the necessary deduction shall be made from the employee's wages in the immediate following month at the time which is the usual and customary time for dues and initiation fees deductions. Said amount will thereupon be transmitted to the Union. Together with the transmittal of deductions referred to above, the Employer shall furnish the Union with a list of the employees for whom deductions were made.

2) The Union agrees to refund promptly any dues found to have been improperly deducted and transmitted to the Union and to furnish the Employer with a record of such refund.

B. The Employer will collect and forward membership application forms for new hires on behalf of the Union.

C. The Employer will deduct contributions to the UFCW Active Ballot Club from the wages of any employee who voluntarily provides the Employer with a written authorization. The Employer

will send all such deductions to the Union. The Employer is not responsible for the management or administration of the Club or decisions on Club expenditures.

SECTION 1.5: MEAT DEPARTMENT:

A. All work performed in the meat department will be done by bargaining unit members of the meat department (Head meat cutter, Journeymen, Apprentices, Wrappers and other-than-Journeymen) except as provided in ARTICLE 1 SECTION 1.A and below:

1) Journeymen Meat cutters are meat employees whose duties include production work commencing with the initial reduction of primal, sub-primal and / or supplemental cuts of all fresh or frozen meat department products including fish and seafood. (whether by use of the saw, grinder, cuber, tenderizer, slicer, knife or other tools of the trade), through and including the boning, scraping and trimming of those products to reduce to retail cuts and the initial daily grind. Journeymen may also perform any other work in the Meat Department. In the absence of any other work in the meat department, Journeymen Meat Cutters will be allowed to perform all functions in the store, and will maintain their rate of pay when performing the duties assigned.

2) Wrappers and Other-than-journeymen are meat employees whose duties include all work in the meat department with the exception of Journeymen duties, unless they have been trained and certified by the Employer to perform meat cutting. Wrappers and Other-than-journeymen will be offered the first opportunities to train and become certified by the Employer to cut meat; they will be paid no less than the top Universal employee scale rate. Wrappers and Other-than-journeymen employees will be allowed to work in all areas of the store.

3) Full-Time employees (excluding maintenance employees) will be allowed to perform all functions in the store, including the meat department, with the exception of those jobs specifically designated for Journeymen meat cutter, except that the Employer may train and certify Senior Retail Specialist and Universal employees to cut meat. The decision to train and certify an employee to cut meat will be by mutual agreement.

4) Part-Time and Prime-Time employees may work in the meat department including waiting on the trade and filling all cases; however, they may not work in the processing areas of the meat department except for cleaning.

5) Meat employees: Head meat cutter, Journeymen, Wrappers and Other-than-journeymen will not lose hours or be removed from their historical schedule of hours, including Sunday hours, because of the utilization of other employees in the meat department, nor will they be displaced from their work in the meat department by any other store employee unless such change is by mutual agreement.

6) No Meat Department employee may be laid off or reduced in hours while the Employer is utilizing any form of pre-processed or case ready meats, including but not limited to, lamb, veal, pork, chicken, beef, ground beef or sausage.

SECTION 1.6: GENDER NEUTRAL REFERENCE:

It is the intent of the parties to use gender neutral language throughout this agreement.

ARTICLE 2
WAGES, HOURS AND WORKING CONDITIONS

SECTION 2.1: WAGE RATES:

A. Minimum Wage Rates: The minimum hourly rates of pay for the classifications covered by This Agreement are contained in APPENDIX "A" and made a part of this Agreement.

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 (2)-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, they 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 2.2: SUNDAY WORK:

A. The Employer will be closed Easter Sunday.

B. Work on Sundays may be required for all employees with the exception of employees hired on or before March 15, 1971. No employee may be required to work more than forty six (46) Sundays.

C. No Senior Full-Time employee hired prior to March 1, 1998 or Meat employee hired prior to March 9, 2008 who has regularly worked on Sundays and who requests to continue to work Sundays on a regular basis shall be displaced from working their historical Sunday schedule. To retain this guarantee, the employee must continue to be available for their historical Sunday schedule.

D. After scheduling the guaranteed Sunday hours, all remaining Sunday work shall be rotated among qualified employees so as to distribute the Sunday work equally between volunteers. In the

event there are not enough volunteers for Sunday work, the employer has the right to schedule Sunday work to meet business needs subject to any other provisions in this agreement.

E. Rates of pay shall be as follows:

- 1) Straight time pay for:
 - a. All Senior Full-Time Grocery employees (including department heads) and Full-Time maintenance employees hired or promoted from Part-Time after March 8, 2008.
 - b. All other Full-Time (non-meat) employees.
 - c. All Part-Time (non-meat) employees.
 - d. Utility employees hired on or after May 5, 2013.
- 2) Straight time plus a \$.50 per hour premium for:
 - a. Utility employees hired prior to May 5, 2013.
- 3) Time and one-half (1-1/2) the straight time rate of pay for:
 - a. All Senior Full-Time employees (including department heads) and Full-Time maintenance employees hired or promoted from Part-Time before March 9, 2008.
 - b. All Meat employees, Full and Part-Time.

SECTION 2.3 BASIC WORK WEEK/WORK DAY:

A. The basic workweek shall be forty (40) hours to be worked in any five (5) days. Eight (8) hours shall constitute the basic workday. Daily hours shall be consecutive, subject to other provisions in the agreement.

- 1) The basic work week will be Monday through Saturday and time worked on Sunday and holidays shall be outside of the basic work week for:
 - a. All Senior Full-Time employees, including Department Heads, hired or promoted from Part-Time before March 9, 2008.
 - b. All Part-Time and Utility employees.
 - c. All Meat department employees (Full and Part-Time).
- 2) The basic workweek for all other employees is Sunday through Saturday but exclusive of hours worked on holidays. Employees shall be scheduled to have two consecutive days off each week, except in those weeks affected by holidays.

3) No employee shall be required to work on the sixth (6th) day of the work week.

B. 40 Hour Week: On an individual basis, employees may elect to work “flexible schedules” where overtime is paid after forty (40 hours) of work. The request may be initiated by either the employee or the Employer and must be made in writing, and must be by mutual agreement.

C. Scheduling Option: All Full-Time employees whose basic work week is Monday through Saturday and who have Sunday hours guaranteed under 2.2.C. above shall have the option of working five (5) days [including Sunday at time and one-half (1-1/2) the regular rate of pay] with two consecutive days off during the week, or working six days. The Employer will use its best efforts to schedule based on such employee elections and the Employer’s ability to schedule employees as needed to ensure adequate staffing and coverage. Employees will make their scheduling elections four (4) times each year, to be effective for three (3) month periods.

SECTION 2.4: OVERTIME PAY:

A. Regular Week: All work performed in excess of forty (40) hours per week shall be paid for at one and one-half (1-1/2) times the employee’s regular rate of pay, except as otherwise provided in this Agreement. The employer may adjust schedules later in the workweek to avoid weekly overtime. Such adjustments will be initiated by the employer. The employer will have the ability to send employees home to avoid weekly overtime.

After nine (9) hours, the ability to waive incidental overtime becomes void and overtime will be paid on all time worked after eight (8) hours.

B. Holiday Work and Overtime: Full-Time employees will receive premium pay (time and one half) for hours worked after 6:00 p.m. on New Year’s Eve, and hours worked on New Year’s Day and Thanksgiving Day. Hours worked on Easter, and Christmas on an emergency basis while the store is closed shall be paid for at one and one-half (1-1/2) times the employee’s regular rate of pay.

C. All work performed by Meat employees after 12:00 midnight or before 5:00 A.M. shall be paid for at one and one-half (1-1/2) times the employee’s regular rate of pay.

D. Sixth Day Time and one-half (1-1/2) shall be paid to all Full-Time employees for all work performed on the sixth (6th) day of a basic work week and the fifth (5th) day of a holiday week where the holiday is not worked by the employee.

E. No Pyramiding: There shall be no pyramiding or duplicating of overtime payments and/or premium time pay on any day of the week including Sunday.

SECTION 2.5: TEMPORARY REPLACEMENT OF DEPARTMENT HEADS:

If an employee in a “head position is gone for five days or more [forty (40) hour work week], the employee assigned the additional duties will be paid the department head rate of pay.

SECTION 2.6: WORK SCHEDULES:

A. Posting Schedules: Schedules for all employees will be posted in each store by Friday noon for the following two (2) work weeks; Sunday schedules for all employees shall be posted two (2) weeks in advance. All names on schedules will be in order of seniority by department when posted. The Employer will set up a schedule of work for the employees in the meat department which shall be regular each week. Two (2) weeks' notice will be given to employees in the meat department if changes are required in the basic scheduled work week. The schedule shall also include the employee's meal period and days off.

1) The Employer will email electronic copies of all schedules, or schedule data to the Union, in a data format within the Employer's capabilities and preferred by the Union, on the day in which the schedules are due to be posted in stores.

B. Part-Time Employees:

1) Part-Time employees may not be scheduled for more than five (5) days in any week on an involuntary basis, except in the case of weeks in which schedules are impacted by the occurrence of a holiday. Holidays affecting scheduling are Easter, Memorial Day, Independence Day, Labor Day, Thanksgiving, Christmas and New Year's Day. This provision shall not be interpreted to preclude regular Part-Time employees who wish to do so from working more than five (5) days in a week.

2) Regular Part-Time employees will be permitted to notify the Employer of their preferred hours within their stated availability and the Employer agrees to take such preferred hours, and seniority, into consideration in scheduling such Regular Part-Time employees. The Employer is not required to guarantee any particular preferred schedule of hours.

C. Night work: It is agreed that no employee except for employees on the night stock crew shall be required to work more than three (3) nights per week.

D. Meat Department Employee on Duty: There must be one (1) meat employee on duty in the meat department at all times the store is open for business between the hours of 7:00 A.M. and 6 P.M. Meat employee is defined to mean a Head Meat Cutter, Journeyman Meat Cutter, Apprentice, Wrapper, Other Than Journeyman, or a Full-Time (non-meat employee), subject to the conditions of Section 1.5. This requirement will not apply to one (1) and two (2) person markets during meal periods. One (1) apprentice may be employed for each two (2) journeymen employed by the Company.

E. Store-to-Store Meat Schedule: If any meat employees are to be scheduled to work in more than one store, such assignments shall be given to junior employees on the basis of company seniority within the bargaining unit. In case of daily transfer from one store because of absenteeism or emergency, the junior meat employee in the store shall be utilized.

F. 8 Hours between shifts: The Employer will provide a minimum of eight (8) hours between scheduled shifts for all employees unless otherwise requested by the employee in writing.

SECTION 2.7: MINIMUM SCHEDULED HOURS:

A. An employee shall be guaranteed no less than four (4) hours of work each time they are scheduled to work or receive pay in lieu thereof except: (1) for an employee who may be restricted to shorter daily hours under state law, (2) the employee may be scheduled three (3) hours if by mutual Agreement, or (3) in cases where the employee requests fewer hours and the Employer agrees.

B. No employee shall be scheduled for less than 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 eighteen (18) hours by mutual agreement.

C. 1) At least twenty-four percent (24%) of the regular Part-Time employees in each store (excluding utility employees), in order of Part-Time seniority, will be offered the opportunity to work schedules of at least thirty (30) hours or more per week. This percentage will be achieved within each store through attrition as hours become available.

2) A senior regular Part-Time employee may choose to be scheduled for less than thirty (30) hours by written request to the store manager.

SECTION 2.8: MINIMUM CALL-IN:

An employee who is called in to work outside of their regular schedule shall receive no less than four (4) hours work or pay in lieu thereof, except in the case where such employee is called in to replace someone who has called in sick or to replace someone who has not reported to work as scheduled.

SECTION 2.9: SPLIT SHIFTS:

No employee shall be required to work a split shift.

SECTION 2.10: EMPLOYEE BREAK TIME:

A. Rest Periods (Employer's Time):

1) All employees shall receive a paid rest period of (15) minutes for every three (3) hours worked not to exceed thirty (30) minutes in any work day of less than twelve (12) hours. Employees entitled to two (2) fifteen (15) minute paid break periods will continue to be allowed to take their breaks consecutively where the practice exists. No rest period shall be provided in any four (4) hour period which is broken by a paid supper period.

2) Any employee who has worked a regular full day shift and is required to work overtime during a regular scheduled night operation shall be entitled to a twenty (20) minute supper period paid for by the Employer. No employee who is entitled to a paid supper period shall be required to take such supper period earlier than three and one-half (3-1/2) hours after conclusion of the employee's noon lunch hour.

B. Meal Periods (Employee's Time): Any employee who is employed at least six (6) hours in a workday shall be entitled to up to thirty (30) minutes for a meal period without pay.

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 may be cause for discharge.

B. Meetings: When an employee is required to attend a meeting by the Employer, this time shall be considered as time worked.

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.

D. Uniforms and Equipment: No employee covered by this Agreement shall be required to pay for linen or dry cleaning, nor shall they be asked to furnish tools of the trade. In the event the Employer furnishes to the employees wash-and-wear uniforms and the employees accept same, the employees shall launder the uniforms. If a specific uniform or insignia is required by the Employer, that uniform will be provided by the Employer. The Employer shall provide one (1) shirt at orientation and then one (1) to two (2) additional shirts in their first week at their home store. Employer will replace shirts that are in poor repair at no cost to the employee.

E. Payroll Records: A complete and correct record of all time worked by each employee and wages paid said employee shall be made by the Employer and record shall be made available to the representative of the Union upon demand.

F. Travel time and Mileage:

1) When an employee is required to travel from one store to another in any one (1) day, travel time shall be considered as time worked and, in addition, the employee shall be paid mileage in accordance with the mileage policy of the Employer, but not less than the rate specified by the IRS.

2) If an employee makes a delivery of product to a store or to a customer at the Employer's direction, such time will be considered as time worked and mileage will also be paid.

3) No employee will be required by the Employer to make a delivery to a store or a customer.

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 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.

SECTION 2.12: WAGE-HOUR LAW COMPLIANCE:

Notwithstanding any other provision of these Articles of Agreement, no employee who is restricted under applicable wage-hour laws from working in excess of three (3) hours on any given shift shall be scheduled or assigned to work in violation of such legal restrictions.

ARTICLE 3
FULL -TIME/PART-TIME RATIOS

The Employer must maintain a minimum total bargaining unit workforce ratio of Full-Time to Part-Time, of 30%:70%. Full-Time waivers employees, if they are not current employees will not count in this ratio. Waiver, Utility and Prime-Time employees are excluded from this ratio. Part-Time employees on Full-Time waivers will be counted as Part-Time.

For purposes of calculating the above ratio, the Full-Time bargaining unit workforce is defined as all department heads, and all other employees working that are, or may have been classified, as Senior Retail Specialist, Universal Employee, Journeymen, Apprentice, Wrapper and Full-Time Maintenance.

Employees that are Full-Time as described above on June 04, 2012 will not be laid off or reduced to Part-Time for the sole purpose of meeting the ratio requirement of 30%. However, the Employer reserves the right to do so if it has a legitimate business reason, which may include, for example, a decrease in sales due to competition or otherwise.

The Employer will have until the end of this Agreement to comply with this Article.

ARTICLE 4
SENIORITY

SECTION 4.1: DEFINITION:

A. The employee's date of hire shall be defined as the day the employee starts active employment for the Employer as a new hire or the date the employee starts active employment as a rehire.

B. Seniority shall be defined as length of continuous service within a classification with the Employer covered by this Agreement. In the case of two or more employees starting active employment in a classification on the same day their seniority ranking will be determined by lot.

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

- 1) Full-Time (meat and non-meat) employees
- 2) Part-Time (meat and non-meat) employees
- 3) Utility employees

4) Prime-Time employees

D. The employee's seniority date and classification will be posted in the appropriate location.

SECTION 4.2: APPLICATION OF SENIORITY:

A. Probationary Period:

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

2) An employee's seniority date may change due to a change of classification. 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 if an employee chooses to, will be returned to their previous position and previous rate of pay without loss of seniority. The employee's, date of hire will not be changed for purposes of benefits.

B. Department Heads: Employees who are promoted or hired into department head positions will be given "super seniority" for lay-off purposes, only, after they have been in the department head position for eighteen (18) months. During the eighteen (18) month period the employee retains their date as a Full-Time employee.

An employee who voluntarily steps down or is demoted for cause from the department head position, will be placed in the appropriate Full-Time classification with their original seniority date in that position. An employee who is removed from the department head position without cause will be placed in the appropriate Full-Time classification and will maintain their rate of pay.

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

1) Full-Time: Full-Time employees hired prior to March 6, 2005 cannot be laid-off or involuntarily reduced in hours. For the purposes of lay-off, all Full-Time classifications are merged and company-wide. The least senior hired or promoted will be the first to be laid off or reduced in hours. Full-Time employees who are laid off may elect to work Part-Time. Full-Time employees who are reduced to Part-Time will be placed at the top of the Part-Time seniority list and will be paid the top of the Part-Time scale or, if their current Full-Time rate of is lower than the top of the Part-Time scale they will be place on the nearest rate on the Part-Time scale and progress from there.

2) Part-Time: For the purposes of lay-off, Part-Time employees shall have seniority within their store and company-wide seniority after five (5) years of employment as a Part-Time employee. In the event of layoff, a Part-Time employee with five (5) or more years of employment may bump the most junior regular Part-Time employee with the Company. In the case of layoff, a Part-Time employee has the right to bump Utility employees (and be paid the appropriate Utility

rate) provided the regular Part-Time employee has greater total Part-Time and Utility seniority than the employee being bumped. The Employer will offer work, if available at another of its locations, to employees who are on lay-off. An employee's inability to accept such work at another location will not disqualify them from their right to recall in their own store.

3) Utility: For the purposes of lay-off and recall, Utility employees shall have seniority within their store. After five (5) years of employment, the Utility employee's seniority date will be merged with the Part-Time seniority on a company-wide basis and the employee will have the right to bump the most junior Part-Time or utility employee with the Company. The Employer will offer work, if available at another of its locations, to employees who are on lay-off. An employee's inability to accept such work at another location will not disqualify them from their right to recall in their own store.

4) 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 who is laid off from the pharmacy will be scheduled in other areas of the store and will maintain their seniority in the appropriate classification.

D. Preference of Hours

1) Senior Full-Time employee hired before March 7, 2005 will be allowed to exercise their reference of hours. It is agreed that preference, if qualified, shall be given to the more senior, Senior Full-Time employees within the store in granting the more desirable schedule of hours among Full-Time non-meat positions. Department heads and employees designated for management training may be scheduled without regard to preference. This provision shall have no application to Sunday hours.

2) If two (2) or more regular Part-Time employees are scheduled in the same store and the employee with less service is scheduled for more hours, the employee with the most seniority will have the right to claim the junior employee's full schedule. The claim must be made in writing to the store manager and the employee asserting the claim must be qualified to perform the duties involved. The schedule rights described in the first sentence above for senior Part-Time employees shall not apply to scheduled hours of "Waiver" employees as described in ARTICLE 21 of this Agreement.

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. The Employer will promote from within the bargaining unit employees for at least fifty percent (50%) of such openings (excluding meat department and department heads) posted during the term of this Agreement. 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. If the Employer determines that two (2) or more candidates for a particular position are equally qualified for a position, 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.

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

2) Utility employees who notify the Employer in writing of their desire for Part-Time positions, will be given the opportunity to fill Part-Time openings, by seniority and if qualified, within the particular store without regard to the six (6)-month requirement.

3) The Employer will use a designated and consistent location in each store to post Full-Time job openings.

SECTION 4.3: EMPLOYEE TRANSFER:

A. The Employer agrees to give an employee two (2) weeks' notice of an Employer-initiated transfer, except in the case of an emergency. Temporary transfers may occur without notice in the event of an emergency arising in the business.

B. The Employer will not transfer an employee as a means of discipline.

C. If a regular Part-Time or bagger/carry-out/Part-Time Maintenance employee is transferred by the Employer, they shall retain their accumulated experience for the purpose of acquiring and retaining seniority.

D. Former Retail Specialist employees hired prior to March 9, 2008, may be transferred to other stores by mutual agreement with the Employer.

E. Transfers to other locations within the Company shall generally be by mutual consent. If a transfer to another location within the Company is required, the Employer shall first ask for volunteers who have the appropriate skills and abilities. If there are no qualified volunteers, transfers shall occur by inverse seniority, within the affected seniority classification from those employees who have the required skills and abilities.

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,
- 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 limit is ninety (90) days), or;
- F. transfers into a non-bargaining unit position or a bargaining unit position covered under another collective bargaining agreement (UFCW 663).

ARTICLE 5 **HOLIDAYS**

SECTION 5.1: HOLIDAYS DEFINED:

A. The following days shall be recognized as holidays: New Years' Day (beginning at 6 pm on New Years' Eve), Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day (beginning at 4 pm on Christmas Eve). Work performed on the holidays is outside the basic work week for all purposes including the "Minimum Scheduled Hours" and "Temporary Full-Time."

B. Christmas: There shall be no retail operation on Christmas Day or on Christmas Eve after 4:00 P.M. No Employee shall be required or permitted to work on the following named holidays: Christmas Day or after 4:30 PM Christmas Eve.

C. New Year's Day, Memorial Day, Independence Day, Labor Day, & Thanksgiving Day:

1) Full-Time: Work on New Year's Eve after 6:00 p.m., New Year's Day, Thanksgiving Day, shall be strictly voluntary for all Full-Time employees. Work on the "summer holidays shall be voluntary for Full-Time employees with the exception of Full-Time Meat employees hired after May 2, 1983 who may be required to work. All holiday work shall be rotated among the volunteers.

Compensation for work on the summer holidays shall be straight-time for all hours up to eight (8), in addition to holiday pay provided the employee is eligible for holiday pay. Hours worked in excess of eight (8) on the "summer holidays" shall be compensated at time and one-half (1-1/2) the employee's straight-time rate. All Full-Time employees will receive premium pay (time and one-half) pay for hours worked after 6:00 p.m. on New Year's Eve, New Year's Day and Thanksgiving Day.

2) Part-Time and Utility: Work on the summer holidays, Thanksgiving and New Year's shall be voluntary for all regular Part-Time and Utility employees hired before May 15, 1983.

Employees hired on or after May 15, 1983, may be scheduled to work on the “summer holidays,” New Year’s or Thanksgiving. Work on New Year’s Day and Thanksgiving Day will be staffed with volunteers first. If there are insufficient volunteers, Part-Time employees will be scheduled by reverse seniority. The Employer may schedule the required number of employees by reverse order of store seniority by classification. In the event more employees volunteer than are needed to staff the store, the work will be assigned on a store seniority basis among the volunteers.

Compensation for work on New Year’s Eve after 6:00 p.m., New Year’s Day, and the “summer holidays” shall be straight-time for all hours up to eight (8), in addition to holiday pay provided the employee is eligible for holiday pay. Hours worked on Thanksgiving Day in and in excess of eight (8) on all holidays shall be compensated at the employee’s straight-time rate.

3) Meat Scheduling: Meat Departments shall first be staffed by volunteers according to the following steps (in numerical order). 1) Journeyman Meat Cutter Volunteers 2) Apprentice Meat Cutter Volunteers 3) Wrapper volunteers 4) Other Than Journeyman volunteers 5) Volunteers qualified to perform the duties at the appropriate rate of pay.

4) Volunteer Sheets: Volunteer sheets will be posted 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.

D. Personal Holidays:

1) Full-Time employees shall, after completion of ninety (90) days 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.

2) Part-Time employees shall, after completion of ninety (90) days of employment with the Employer covered by this Agreement, be entitled to two (2) personal holidays, in addition to the six (6) nationally recognized holidays listed above.

3) Personal Holidays are scheduled by mutual agreement.

4) Employees who work on any of the holidays and who are otherwise eligible for holiday pay under this section will have the option to exchange holiday pay for a floating holiday, to be utilized on the same basis as other floating holidays.

SECTION 5.2: COMPUTATION OF HOLIDAY PAY:

A. Full-Time: All regular Full-Time employees shall be paid eight (8) hours times their straight time rate of pay for each of the listed holidays and personal holidays. In addition to eight (8) hours of holiday pay for Christmas Day, Full-Time employees shall receive three (3) hours straight time holiday pay for Christmas Eve regardless of the day it falls on.

B. Part-Time: A regular Part-Time employee (less than thirty-two (32) hours), after ninety (90) days of employment, will receive four (4) hours of pay at their regular rate for the listed holidays

irrespective of scheduled work days and also for one personal holiday. A regular Part-Time meat employee with less than ten (10) years of continuous service shall be compensated four (4) hours pay at their regular rate for the six (6) calendar holidays set forth in SECTION 5.1. Regular Part-Time grocery and meat employees with at least ten (10) years of continuous service will receive six (6) hours of holiday pay at their regular rate of pay for each recognized national holiday and personal holiday.

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.

SECTION 5.3: HOLIDAY WORK WEEK

A. In weeks in which an entire day is celebrated as a holiday, the work week shall be four (4) days of eight (8) hours each, or a total of thirty-two (32) hours.

B. If the holiday falls on any day except for Sunday the basic workweek for Full-Time employees shall be thirty-two (32) hours. When the holiday falls on Sunday, the preceding week shall be forty (40) hours and the following work week shall be thirty-two (32) hours, and the following Monday will be scheduled and paid in the same manner as Sunday.

ARTICLE 6 **DEFINITIONS**

SECTION 6.1: FULL-TIME:

A Full-Time employee shall be an employee who normally works thirty-two (32) hours or more per work week. Full-Time employees include employees classified as Department heads, Journeymen, Wrappers, Senior retail Specialists, Universal, and Full-Time Maintenance employees.

SECTION 6.2: PART-TIME:

A Part-Time employee shall be an employee who normally works less than thirty-two (32) hours per work week, in all departments within the store without limitation other than those outlined in Section 1.5 exclusive of hours worked on Sundays or Holidays. Part-Time employees include Regular Part-Time employees and Other than Journeymen. Part-Time employees may work more than thirty-two (32) hours without penalty to the Employer.

SECTION 6.3: UTILITY:

Utility employees are Part-Time employees who may perform maintenance and cleaning in all areas inside and outside the store; clean and maintain all shelving, equipment and display cases (refrigerated and non-refrigerated); remove cardboard from the shelf, case or display, and level product; collect and dispose of refuse or trash from all areas inside and outside the store; restock to the shelf or case all product returned, not purchased or otherwise moved by customers; remove product from shelf or case in the event of equipment breakdown or to clean the same and return product to the shelf or case. Utility employees are not eligible for health and welfare or retirement benefits except that they may make pre-tax contributions to the 401(K) plan.

SECTION 6.4: FULL-TIME MAINTENANCE:

Full-Time maintenance employees are those employees whose primary duties are the performance of skilled or “hard” maintenance such as electrical repairs, refrigeration work, and provided further that none of these tasks may be performed by such employees in the store’s meat production area (defined as any area in the meat department not accessible to the customer).

SECTION 6.5: NIGHT STOCKING CREW:

Employees may be assigned to a night stocking crew.

SECTION 6.6: PRIME-TIME:

A Prime-Time employee shall be an employee who may work no more than thirty (30) hours per week. These hours shall be subject to Section 4.2D (Application of Seniority). Prime-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 employees do not count as part of the Employer’s bargaining unit work force. However, Prime-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-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 position. The employer will give consideration to Prime-Time employees for the next available Part-Time position.

SECTION 6.7: DEPARTMENT HEAD:

Each Employer shall maintain a minimum of four Department Head positions inclusive of a Head Meat Cutter and Assistant Store Manager in each of its stores. Each Employer shall have the option to designate a total of up to eight Department Heads and/or Manager Trainee positions in each store.

SECTION 6.8: PHARMACY TECHNICIAN:

The Pharmacy Technician classification shall consist of employees working in the Employer’s pharmacy departments who have obtained or are actively in training for national certification as a pharmacy technician. The Employer agrees to reimburse each pharmacy technician upon successful completion of the certification examination, the employee’s application/examination fee and the cost of necessary training materials (only one examination fee will be reimbursed per person), for any registration fee required to be paid as a condition of obtaining or maintaining certification as a

Pharmacy Technician including fees for attending required continuing education courses for renewal of certification if recertification is obtained. Employees who have obtained certification will be entitled to receive an hourly "certification premium" of \$.75 per hour for so long as the employee remains. The Employer reserves the right to approve in advance and potentially limit the numbers of those employees who obtain certification at its expense, together with accompanying premium pay.

SECTION 6.9: HEAD MEAT CUTTER:

The Head Meat Cutter shall be a qualified Journeyman Meat Cutter. They shall perform all of the duties of a Journeyman in the meat department.

SECTION 6.10: JOURNEYMAN:

A Journeyman is a Full-Time employee who is a skilled meat cutter who has either served their apprenticeship in accordance with the period of time as set forth in this Agreement or who has qualified as a skilled meat cutter.

SECTION 6.11: APPRENTICE:

An Apprentice is a person learning all the details in developing manual skill for performing, after a stated training period, the duties of a Journeyman Meat Cutter. In the course of their duties, they shall be under the supervision of a Journeyman or Head Meat Cutter. Any employee being trained by the employer to cut meat will be considered an Apprentice.

SECTION 6.12: WRAPPER:

A Wrapper is a Full-Time meat employee who performs all duties in the meat department with the exception of those specifically assigned to Journeymen and Apprentices.

SECTION 6.13: OTHER THAN JOURNEYMAN:

The Other Than Journeyman employee is a Part-Time Wrapper.

ARTICLE 7
PERSONAL TIME OFF (PTO)

SECTION 7.1: PTO ALLOWANCE:

A. Full-Time and Part-Time

Years of Service	Annual Grant	Weekly Rate
Between 0-1 st Anniversary	1 week and a day	0.03333/hour worked
Between 1 st – 4 th Anniversary	2 weeks and a day	0.04231/hour worked
Between 4 th - 12 th Anniversary	3 weeks and a day	0.06154/hour worked
Between 12 th – 18 th Anniversary	4 weeks and a day	0.08077/hour worked
Beginning 18 th Anniversary	5 weeks and a day	0.10000/hour worked

B. Prime-Time and Utility

Years of Service	Annual Grant	Weekly Rate
Between 0-1 st Anniversary	1 week and a day	0.03333/hour worked
Between 1 st – 4 th Anniversary	2 weeks and a day	0.04231/hour worked
Beginning 4 th Anniversary	3 weeks and a day	0.06154/hour worked

SECTION 7.2: COMPUTATION OF PTO PAY:

A. 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 pay 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. 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.

B. 1) Regular Part-Time: PTO for these employees will be computed based on the PTO chart in Section 7.1.A. on all hours worked up to forty (40) hours per week.

2) Utility: PTO for these employees will be computed based on the PTO chart in Section 7.1.B. on all hours worked up to forty (40) hours per week.

C. Prime-Time:

Prime-Time employees are eligible for PTO in Section 7.1.B. Existing Prime-Time employees will receive PTO based on Section 7.1.B.

D. Military Leave: Employees on military leave will be placed on a leave of absence and shall continue to accrue PTO based on their average hours worked for the duration of the leave.

E. PTO Cash Out: For employees who fully accrue three (3) weeks of PTO or more, up to one (1) week per anniversary year of unused PTO time may be cashed out.

SECTION 7.3: TERMINATION OF EMPLOYMENT:

A. Unless discharged for just cause, theft, and use of illegal controlled substance(s) (drugs) may be considered as causes for dismissal. An employee who is permanently terminated shall receive their accrued PTO pay provided they have been employed for more than one (1) year of continuous employment.

SECTION 7.4: PTO SCHEDULING:

A. PTO shall consist of consecutive working days.

B. PTO schedules in each store shall be posted by January 15, and PTO selected on the basis of seniority by March 1 of each year for the period from April 1 through the following March 31. The approved PTO schedule shall be posted in each store by April 1 of each year.

C. An employee who fails to select PTO by March 1, will be placed at the bottom of the seniority list for the purpose of PTO selection.

D. For Meat department employees PTO scheduling shall be done in two (2) rounds, each in seniority order. During the first round, no employee may select more than one week of PTO time before other meat department employees have had an opportunity to select. During the second round, each employee may schedule the entire balance of their PTO eligibility. PTO scheduling will be done in rounds to ensure that, to the greatest extent possible, each employee will have an opportunity to schedule some PTO time during the summer months. For all employees the process of PTO scheduling historically observed by the Employer (i.e., either by store or company-wide) shall remain in effect. PTO shall be scheduled during the summer months to the greatest extent possible

E. After an employee's second anniversary, all employees who are eligible to take two (2) or more weeks of PTO per year shall be allowed to take all of their PTO in half (1/2) day increments. Under normal circumstances requests to use these half days should be made in writing during the week prior to the posting of the schedule for the period when the PTO days are to be used. These requests will be granted as mutually agreed to by the employee and the Employer, provided the Employer's consent shall not be withheld simply because the day requested is a weekend day or would result in an extended weekend. When an employee requests to use these half days due to an immediate need said requests will not be unreasonably withheld.

F. If a holiday occurs during an eligible employee's PTO, the employee shall be paid an additional day's pay or given an additional day off with pay in addition to the PTO pay.

G. Employees will be allowed to take individual days of PTO on Sundays, at the employee's straight time (base) rate of pay.

H. The Employer will respond to PTO written requests outside of the posting period within seven (7) calendar days.

SECTION 7.5: PTO PAY:

All employees shall receive their PTO pay in the week they take their PTO. The Employer will continue to pay overtime based on their current practice when the employee takes their vacation.

SECTION 7.6: PANDEMIC LANGUAGE:

When a pandemic has been declared and an employee is required to quarantine, should some or all of the time be unpaid, the Employer agrees to make Employer health care contributions to cover said quarantine and the Employer's responsibility with respect to these payments shall not exceed a total of two (2) weeks per calendar year. It is understood that an employee must use their accrued PTO, if available, to reach the minimum threshold of hours, or get as close as possible to the

minimum threshold if PTO is insufficient to reaching the threshold, in order for the Employer to make an Employer health care contribution. The minimum threshold shall be defined as thirty-two (32) hours for Full-Time employees and thirty (30) hours for Part-Time employees. The employee will be responsible for paying their employee health care contribution to cover their quarantine from future earnings after they have returned to work.

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

The Employer will allow all UFCW 1189 members to use accrued but unused PTO for purposes that fall under Minnesota's ESST law, or any applicable local ordinance. In accordance with the Minnesota ESST law, employees with less than one (1) year of service will begin accruing PTO immediately upon being hired..

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. 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 8.2: 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. The employee must be able to pass a physical examination upon return to work, if requested.

C. The employee shall advise the store manager of his intent to return to work two (2) weeks in advance. The employee may return earlier if a mutual agreement is reached and hours are available.

D. In case of injury on the job, the employee shall be paid for the full scheduled day, providing the doctor verifies that the employee was unable to return to work.

SECTION 8.3: BEREAVEMENT LEAVE:

A. After completing the probationary period all employees, except Prime-Time employees, shall be entitled to a maximum of three (3) days paid leave when it is necessary to be absent on scheduled work days to grieve, arrange for, travel to, or attend the funeral of an immediate family member. Immediate family member is defined as the employees' spouse, parents, step-parents, grandchildren, brothers, sisters, mother-in-law, father-in-law or grandparents. In the event of the

death of a spouse, domestic partner or children (child, step-child, adopted child, foster child and legal guardian's child) the employee shall be entitled to a maximum of four (4) days bereavement leave.

B. Employees are responsible for limiting their time away from work to those days that are reasonably required for the particular circumstance.

C. One (1) day leave of absence with pay in the event of death of brother-in-law, sister-in-law, or any other relative living in employee's home at time of death.

D. Domestic Partner shall be defined to mean a person who: 1) is in a committed and mutually exclusive relationship, jointly responsible for the other domestic partner's welfare and financial obligations; and 2) resides with the domestic partner in the same principle residence and intends to do so permanently; 3) is at least eighteen (18) years of age and unmarried; and 4) is not a blood relative of the other domestic partner; and 5) has been in a relationship for six (6) continuous months prior to the date on which the person seeks benefits under this Section.

SECTION 8.4: JURY DUTY:

An employee shall immediately notify their Employer upon receiving a call for jury duty. When a Full-Time employee is required to serve on a petit jury, the Employer agrees to pay the difference between jury pay and the employee's earnings for a forty (40) hour week at their straight-time rate of pay. When a "top 24%" Part-Time employee is required to serve on a petit jury, the Employer agrees to pay the difference between jury pay and the employee's average weekly earnings, exclusive of Sundays. Such an employee must report for work whenever their presence is not required on jury duty. Hours spent on jury duty will be counted as time worked for the purposes of this Agreement.

SECTION 8.5: MILITARY SERVICE:

An employee entering into the military service of the United States shall be entitled to reinstatement as an employee if required by law.

SECTION 8.6: FAMILY AND MEDICAL LEAVE ACT:

Employees shall not be required to use their 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 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 at least 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 8.8: 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 one hundred percent (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 four hundred eighty (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 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 bargaining regarding effects of that decision if the Union requests.

ARTICLE 9
HEALTH AND SAFETY

SECTION 9.1: HEALTH AND SAFETY CONDITIONS:

A. Commitment to Safety

1) The Employer agrees that it will provide a safe and healthy workplace and to correct any unsafe condition or safety or health hazard.

2) The Employer agrees to promptly investigate all hazards, unsafe conditions and accidents brought to its attention and to promptly remedy all hazards and unsafe conditions its investigation reveals.

3) The Employer will establish and publish a written policy setting out its guidelines for employee safety and store security. These guidelines shall make clear that no employee is required to take any action in response to theft or security incidents which may endanger the safety of the employee.

B. Safety Training

The Employer will provide training to its employees as to how they should perform their jobs safely and employees shall be paid for said training. The Employer will not allow any employee to operate any equipment until the employee has received all relevant training.

C. Protective Equipment

1) The Employer will furnish, at its expense, all safety and protective equipment required or advisable for the protection of employees.

2) The Employer will provide an ergonomic chair or stool for cashiers who need one for medical purposes when medical documentation is provided. Where employees stand regularly, the Employer will provide anti-fatigue mats.

D. Safety Meetings

1) Safety committee meetings will be held consistent with the Employer's health and safety practices and the law. Meeting dates and meeting outcomes will be posted in-store for all store employees to review and provide feedback.

2) An active Union Steward, from within the store, may choose to be a part of the Safety Committee and attend/participate in the safety meetings; however, the Employer shall not be obligated to reschedule safety meetings on account of the Union Steward's inability to make a meeting. A Union Representative may attend safety meetings if they so choose.

3) Employees shall be paid for any time spent in safety meetings.

E. Stores that are open to the public between the hours of 10:00 p.m. and 6:00 a.m. must maintain a minimum staffing level of two (2) front-end personnel during these hours. This requirement is in recognition of the Employer's continued efforts to provide a safe and healthy work environment for all employees.

SECTION 9.2: WORKERS COMPENSATION:

Where an employee is injured on the job and such accident is compensable under workers compensation, the Employer agrees to pay one hundred percent (100%) of the employee's regular straight-time rate of pay up to three (3) days. If workers compensation reverts to payment from the first day of injury, then the above mentioned one hundred percent (100%) will not be paid. An employee will be paid in full for the day they receive such compensable injury.

SECTION 9.3:

The Employer will comply with any local, state or federal regulations relative to the temperatures in the meat cutting rooms.

SECTION 9.4:

The Employer shall provide and completely stock first aid kits in all meat departments.

ARTICLE 10
DISCHARGE

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

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.

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.

ARTICLE 11
PICKETING

It shall not be considered a violation of this Agreement for an employee to refuse to cross a legal picket line, nor shall an employee be disciplined or discharged for refusal to cross a legal picket line of a striking union when such picketing has the approval of the United Food and Commercial Workers International Union. The Union shall give forty-eight (48) hours' notice in writing to the Employer of its intention to sanction or approve the picket line. It is further agreed that the

Employer reserves the right to close his place of business if a legal picket line is established and it shall not be considered a violation of this Agreement.

ARTICLE 12 **STRIKE-LOCKOUT**

The Union agrees that during the term of this Agreement, there shall be no strike by the Union or its members. The Employer agrees that there shall be no lockout during the term of this Agreement.

ARTICLE 13 **UNION-EMPLOYER COOPERATION**

SECTION 13.1: UNION STORE CARD:

The Union agrees to issue a Union store card and/or window decals to the Employer under the rules governing Union store cards set forth in the Constitution of the United Food and Commercial Workers International Union. Such Union store card and decals are, and shall remain, the property of said International Union and the Employer agrees to surrender said Union card and/or decals to the authorized representative of the Union on demand in the event of failure by the Employer to observe the terms of this Agreement or the conditions under which said Union store card and/or decals are issued.

The Employer shall display such Union store cards and decals in conspicuous areas accessible to the public in each establishment covered by this Agreement.

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, Manager on Duty (MOD) or Front-End Supervisor.

SECTION 13.3: LABOR MANAGEMENT COMMITTEE:

A committee composed of representatives of the Union and the Employer shall be established for purposes of discussion and resolution of any problems occurring under the terms and conditions of this Agreement. This language does not preclude the use of the normal grievance procedure contained in ARTICLE 15.

SECTION 13.4: SHOP STEWARDS:

The Union shall have the right to appoint a steward. In no instance shall the steward be discriminated against for discharging Union duties, provided such duties do not interfere with the regular performance of work for the Employer or in any way interfere with the operation of the business.

SECTION 13.5: BULLETIN BOARD:

A space will be provided on a designated bulletin board in each store where official Union notices originating from the Union offices may be posted.

SECTION 13.6: STORE SECURITY:

The Employer will establish and publish a written policy setting out its guidelines for employee safety and store security. These guidelines shall make clear that no employee is required to take any action in response to theft or security incidents which may endanger the safety of the employee.

SECTION 13.7: 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 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 14
VIOLATIONS OF AGREEMENT

The settlement of any one violation of this Agreement shall not constitute a waiver of the particular provisions violated or of any other provisions of this Agreement, and shall not constitute a waiver of any subsequent violation of any provision of this Agreement.

ARTICLE 15
GRIEVANCE AND ARBITRATION

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 their immediate supervisor.

Step 2

B.. 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 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 over 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.

1) Double Damages: If an arbitrator awards damages that total less than one thousand dollars (\$1000) and find that the Employer's violations were willful, the arbitrator may require the Employer to pay double (2 times) the amount involved.

2) No such case shall be recognized after sixty (60) calendar days of said violation. However, in case of a dispute, such dispute shall be decided in accordance with the regular arbitration provisions contained in SECTION 15.2 and 15.3.

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 SECTION 15.1 (F).

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 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.

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 judgement 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 and replaces the entirety of this Article while it is in effect.

The Employer shall be allowed to utilize suppliers, vendors and salesmen to stock products that they represent, stocking of these products will be held at the minimum consistent with a good operation. Further, the Employer shall be allowed to utilize retail merchandisers, i.e., perishable specialists in perishable departments, grocery specialists in grocery departments, etc., for the purpose of doing resets. All other products will be stocked by members of Local 1189 only, except that the Store Manager and either one, (1), or two, (2), other supervisory employees, as described in Section 1.1 Recognition, may do bargaining unit work.

As a condition of this Article, the participating Employer agrees for the duration of the collective bargaining agreement that there shall be no lay off or reduction in hours of any Full-Time employee, or for the 24% most senior Part-Time employees as of March 6, 2005 on the Employer's

seniority list, a reduction of scheduled hours below twenty-four (24) per week. If such an employee is laid off or suffers a reduction in hours during this period, the Employer shall lose its right to operate under the terms of this Article. It is understood and agreed that this provision regarding layoffs or reduction in hours shall have no application in the event of store closure, proven loss of business, excluding seasonal fluctuations, retirement, voluntary quit, discharge for just cause, inability to perform the essential functions of the job due to disability, termination prior to the completion of the probationary period, interruption of business due to "act of God," or death. Moreover, it is understood that the employees intended to be protected by this provision do not include retired employees working on a Part-Time basis, "Sunday-only" employees, or employees working on waivers.

ARTICLE 17 **AUTOMATION**

A. The parties recognize that automated equipment and technology is now available for the Retail Food Industry. The Employer recognizes that there is a desire to protect and preserve work opportunities. At the same time the Union recognizes that the Employer has a right to avail itself of modern technology. With this common objective the parties agree as follows: In the event the Employer introduces major technological changes which for the purpose of this article is defined as price marking and electronic scanners which would have a direct material impact affecting bargaining unit work, sixty (60) days advance notice of such a change will be given to the Union. Less than sixty (60) days advance notice will be appropriate if the Employer is unable, due to sales or marketing difficulties, to provide such notice, but, in such case, the Employer will give as much advance notice as possible.

B. In addition the Employer agrees:

- 1) Any retraining necessary will be furnished by the Employer at no expense to the employees.
- 2) Where retraining is not applicable, the Employer will make every effort to effect a transfer to another store.
- 3) In the event an employee is not retrained or transferred and permanently displaced as a direct result of major technological changes, as defined above, the employee will be eligible for severance pay in accordance with APPENDIX "C" attached hereto and made a part of this Agreement.

C. An employee shall be disqualified for severance pay in the event the employee:

- 1) Refuses retraining.
- 2) Refuses a transfer within the bargaining unit.
- 3) Voluntarily terminates employment.

ARTICLE 18

LEGAL ISSUES

A. **Discrimination:** The Employer agrees that it will not discriminate against or treat any employee differently because of Union membership, support or activity; race, national origin, color, gender, religion or age; disability, pregnancy, or physical or mental health condition; sexual orientation, or gender identity or expression; marital or veteran status; criminal record; or English proficiency or speaking accent.

B. **Conflicting Agreements:** No employee shall be asked or permitted to make any written or verbal agreement that will conflict with this Agreement. No employee shall have their wage reduced who may be paid over the minimum wage called for in this Agreement, nor shall any employee be reclassified to defeat the purpose of this Agreement.

C. **Separability:**

1) Nothing contained in this Agreement is intended to violate any Federal law, rule or regulations made pursuant thereto. If any part of this Agreement is construed to be in such violation, then that part shall be made null and void and the parties agree that they will within thirty (30) days begin negotiations to replace said void part with a valid provision. It is agreed however, that either party to this Agreement shall have the right to appeal any decision that a provision of this contract violates a Federal law, rule or regulation.

2) It is also understood that if a provision is deemed in violation by the final appellate court, the parties will negotiate with the intention of replacing the void part with a valid provision, but, however, should negotiations fail, the matter will be subject to arbitration according to SECTION 15.3 of this contract.

D. It is agreed that the Employer shall comply with all state, city, county and federal laws.

E. No employee shall have their wages reduced to defeat the purpose of this Agreement.

F. **Harassment:** The Employer agrees that it will not permit harassment in the workplace. Harassment means unwelcome comments or conduct. No one at the workplace, including managers, supervisors, employees or third parties such as vendors, consultants and independent contractors, may make comments or engage in conduct that is known to be or should reasonably be known to be unwelcome. Examples of harassment (harassment is not limited to these examples):

- Groping or fondling anyone.
- Showing pornographic or lewd photos or making lewd comments.
- Making racist, sexist or homophobic comments, or negative comments about a religion.
- Making derogatory or offensive comments about someone's appearance or background.
- Asking an employee on a date after the employee indicated that the requested invitation was unwelcome.
- Deliberately or repeatedly using a name or pronoun when speaking or referring to a transgender employee other than the name the employee chose and the pronoun the employee identifies with.

- Teasing, picking on, or treating, interacting or communicating with an employee differently because of the employee's race, national origin, color, gender, religion, age, disability, pregnancy, physical or mental health condition, sexual orientation, gender identity or expression, or gender questioning.

ARTICLE 19 **HEALTH CARE PLAN**

SECTION 19.1:

A. 1) The Employer agrees to make contributions to the United Food and Commercial Workers Union, Local 1189 and St. Paul Food Employers Health Care Plan on behalf of any Full-Time employee who has worked thirty-two (32) or more hours per week or averaged thirty-two (32) or more hours per week for the reporting period ("Full-Time Contributions"). These hours are exclusive of hours worked on Sunday for those employees whose work week does not include Sunday, and exclusive of Holidays for all employees.

2) In reporting periods where the Full-Time employee does not average thirty-two (32) or more hours per week (as defined above), a Part-Time contribution will be paid by the employer for the weeks where the employee's hours are below thirty-two hours, unless otherwise required.

B. 1) The Employer further agrees to make contributions to the Fund on behalf of any regular Part-Time employee (excluding utility employees and Prime-Time employees).

2) Part-Time eligibility: Regular and OTJ Part-Time employees who "Opted in" (elected coverage) and were grandfathered (during the 10/4/2014 qualification period) for coverage effective January 1, 2015 AND/OR those who average thirty (30) or more hours (as determined during the 12 month measurement period) and who "Opt in"/elect coverage and employee contributions.

C. No contribution should be made for utility employees unless such employee performs work which requires the Part-Time rate of pay as provided under SECTION 6.3 of ARTICLE 6 and who works on at least one day each week during the previous month which requires the Part-Time rate of pay, and in that case, the contribution to the Fund on behalf of such employee shall be required for each week the employee performed work which required the Part-Time rate of pay. No contribution shall be made for Prime-Time employees.

D. Life insurance (\$5,000) and Accidental Death and Dismemberment benefit (\$1,000) for all Part-Time employees who do not currently receive this benefit. Employer will contribute \$1.25 per month for those Part-Time employees with one year of completed service and in classifications for whom no Health & Welfare payment is currently made, effective January 1, 2020. (Note that employees who receive Health and Welfare benefits already have this benefit).

E. Such Trust Fund is jointly administered, is a part of this Agreement, and is in lieu of all Employer established programs including life insurance, sickness and accident insurance, hospitalization insurance, or any other said forms of insurance now in practice.

SECTION 19.2:

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

Weekly Contribution	Employer	Employer %	Employee	Employee %	Total
Full-Time Current	\$243.20	92.40%	\$20	7.60 %	\$263.20
7/5/2026	\$246.36	90.0%	\$27.37	10.0%	\$273.73
4/4/2027	\$251.49	87.5%	\$35.93	12.5%	\$287.42
4/2/2028	\$258.97	85.0%	\$45.70	15.0%	\$304.67
Part-Time Current	\$91.03	91.92%	\$8	8.08%	\$99.03
7/5/2026	\$92.69	90.0%	\$10.30	10.0%	\$102.99
4/4/2027	\$94.62	87.5%	\$13.52	12.5%	\$108.14
4/2/2028	\$97.44	85.0%	\$17.19	15.0%	\$114.63

SECTION 19.3:

A. The program of benefits of this Full-Time plan and of this Part-Time plan are as agreed to between the Employer and the Union Trustees and will be maintained for the life of this Agreement. Benefits may be modified by mutual agreement of the board of trustees.

B. It is agreed that in the event that net reserves (net of IBNR and all Liabilities) of the Fund fall below one and one half (1.5) months as of October 1, 2019 or in a month thereafter for the life of this agreement, then the Trustees will determine the needed plan design changes required to maintain a minimum of one and one half (1.5) months net reserves (net of IBNR and all Liabilities) at no additional cost for Employers. Eligible participants will be allowed to vote between either a plan reduction or participant contribution increases to maintain the plan and achieve the net reserves. Trustees will agree to implement the resulting changes.

SECTION 19.4:

The Employer is bound by the existing Trust Agreement covering the aforesaid Trust Fund and any amendments thereto. It is agreed that the Trust Agreement shall be amended to provide: (1) subsidized retiree health insurance benefits consistent with the terms of the Letter of Understanding Regarding Retiree Health Insurance dated March 17, 2002; (2) conversion of participants' existing "grace weeks" to a "benefit bank" measured in dollars; (3) that Part-Time employees hired on or after March 5, 2005 shall become eligible for coverage only after one year of continuous service following the date of hire; (4) electronic transmission of Employer Contribution payments; and (5) a "best efforts" attempt by the Trustees to develop a mechanism for participating employees to self-fund accounts to be used for paying the costs of retiree coverage.

ARTICLE 20
RETIREMENT PLAN

SECTION 20.1 DEFINED BENEFIT PLAN:

Effective August 01, 2011, the Employer will no longer contribute to the Milwaukee Area Retail Food Clerks Pension Fund and will no longer be bound by any trust agreement or plan documents for the Milwaukee Area Retail Food Clerks Pension Fund.

SECTION 20.2 DEFINED BENEFIT PLAN:

Effective August 01, 2011, the Employer will no longer contribute to the United Food and Commercial Workers International Union-Industry Pension Fund and will no longer be bound by any trust agreement or plan documents for the United Food and Commercial Workers International Union-Industry Pension Fund.

SECTION 20.3 DEFINED CONTRIBUTION PLAN:

A. Contributions:

1. The Employer will make the following contributions to the United Food and Commercial Workers Local 1189 and St. Paul Food Employers Defined Contribution Plan ("Plan") during the term of this agreement for all bargaining unit employees (except Utility and Prime-Time employees) for all hours worked; together with hours of holiday and vacation pay, up to forty (40) hours per week for fifty-two (52) weeks per year.

Classification	Rate
Full-Time Grocery Employees	\$1.93
Regular Part-Time Employees	\$1.43
Full-Time Meat Employees	\$2.10

The above-referenced Fund will be jointly administered by the Union and the participating Employers as provided in a Trust Agreement as it is developed by the parties and any amendments thereto.

2. No contribution shall be due to such Fund for any regular Part-Time employee until the employee has been employed for fifty-two (52) full calendar weeks in a position for which a contribution to such Fund is required.

B. Effective February 28, 1999, upon commencement of employment, all eligible bargaining unit employees who are eligible under the Trust Agreement will be allowed to make pre-tax, elective deferral, 401(k) contributions into a 401K plan which shall be jointly administered by the Union and the Employers as provided for in the Trust Agreement which establishes such Plan. Effective July 1 2025, these employees will also be allowed to make post-tax ROTH elective deferral 401(k) contributions into the Plan. Such elective deferral contributions shall be made in accordance with the Plan's rules and regulations and subject to the limitations of Section 402 (g)(1)(B) of the Internal Revenue Code. It is understood that the Employer shall have no obligation to make any 401(k) contributions to the Plan, to match any employee elective deferral contributions

to the Plan or otherwise fund the 401(k) portion of the Plan. The employer is bound to the Trust Agreement as it is developed by the parties and any amendments hereto. It is understood that the Employer shall have no obligation to make any contribution to such 401(k) plan, to match any employee contributions to such Plan, or otherwise to fund that Plan.

C. Notwithstanding the terms of this Section 20.3, the Employer's obligation to make contributions to any retirement plans or funds in effect at the time of ratification of this Agreement shall be contingent upon and subject to a determination that such contributions may be made by the Employer without violation of any laws or regulations applicable to it or of any trust agreements or participation agreements to which it is a party or by which it is otherwise bound.

D. Employees who have completed their probationary period are eligible to make pre-tax contributions into a 401(k) plan.

ARTICLE 21
VACATION RELIEF AND SUMMER WAIVER PERIOD,
EMERGENCY WAIVER

A. Part-Time to Full-Time Waivers: Employees hired or scheduled for vacation relief purposes and working thirty-two (32) hours or more per week from May 1 through January 1 shall not have payments made on their behalf as required for those employees averaging thirty-two (32) hours or more per week. Such relief employees are guaranteed a minimum of forty (40) hours of work per week for eight (8) weeks during the May 1 – January 1 period. Such employees will be paid the appropriate Full-Time hourly wage rate but there will be no Full-Time health and welfare or pension contributions made on behalf of such employees.

Temporary waiver employees that are not current or regular employees may work for up to eight (8) weeks during the May 1 – January 1 period, and there will be no minimum hours of work required for the weeks they work.

The Employer will give consideration to current qualified employees for opportunities during these periods. If such an employee is retained on such a schedule after that period of time, a contribution to the appropriate retirement fund will be made in January based on hours worked in December. Contributions to the Health and Welfare fund will start January 1.

B. Injury/Unplanned absence Waiver:

1) In the event that a Full-Time employee is absent or unavailable to work on an unplanned basis (e.g., as a result of injury, illness, surgery, FMLA leave, etc.) for a period of longer than one week, a replacement employee may be assigned for a period not to exceed twelve (12) weeks per occurrence. The replacement employee shall be paid at the applicable rate for the classification utilized and shall be scheduled for a minimum of forty (40) hours per week for the duration of the replacement period.

2) A special waiver explaining the terms of employment in this situation will be signed by the employee and submitted to the Union.

C. Sixteen (16) Week Waiver:

The Employer may waive any current Part-Time employee to Full-Time in either grocery or meat for up to sixteen (16) weeks per calendar year. The employee will be paid at the appropriate Full-Time rate applicable to the classification utilized and will be scheduled for a minimum of forty (40) hours per week for each of the weeks the employee is on waivers. If such an employee is scheduled Full-Time in excess of the sixteen (16) weeks allowed under this provision, Full-Time Contributions to the Health and Welfare and Pension funds will begin the first of that same month. The Employer will notify the Union when an employee initially signs the waiver. The Employer will keep track of the weeks and classification(s) the employee worked as a waiver employee and submit them annually to the Union. The twelve week waiver can be used for any (one) 1 – (sixteen) 16 week period(s) throughout the calendar year and need not be used or scheduled consecutively. This waiver cannot be used in conjunction with any other waiver during the calendar year this waiver is in effect.

D. Full-Time to Meat Cutter Waivers:

Full-Time employees may be waived to Apprentice or Journeyman meat cutter during any of the waiver periods. The employer will maintain the employee's current benefits with the exception of holidays worked which will be paid at the higher waiver rate of pay.

Signed Waiver: In all instances where an employee is waived from their current classification to another, a waiver agreement explaining the terms of this agreement will be signed by the employee and submitted to the Union.

Determining Appropriate Pay:

- Part-Time employees waived to Full-Time will be paid the starting Full-Time rate or the nearest higher wage rate on the Full-Time scale. Employees waived to Journeymen will be paid the Journeyman rate of pay.
- Utility employees waived to Part-Time will be paid the applicable Part-Time rate based on their current total hours worked with the employer up to 4160 hours.

Benefits: During the waiver/replacement period, the employee will not accrue any benefits other than the wage rate, except in the case of a bargaining unit employee who is reassigned from a position with the Employer in which that employee currently receives benefits as provided for in this agreement, in which case those benefits will continue to be paid.

Holiday Pay: Current employees who are on Full-Time waivers and work the holiday will receive eight (8) hours of holiday pay at their waiver rate of pay. Utility employees who are on Part-Time waivers and work the holiday will receive their holiday pay at their waiver rate of pay.

During the waiver/replacement period, the employee will not accrue any benefits other than the wage rate, except in the case of a bargaining unit employee who is reassigned from a position with the Employer in which that employee currently receives benefits as provided for under this collective bargaining agreement, in which case those benefits will continue to be paid.

ARTICLE 22

MANAGEMENT RIGHTS

All Employer rights, functions, responsibilities and authority, not specifically limited by the express terms of this Agreement, are retained by the Employer and remain exclusively within the rights of the Employer. These include, but are not limited to, the right to plan, determine, direct and control store operations and hours, the right to study and introduce new methods, facilities and products, the right to direct and control the work force, including the determination of its size and composition, scheduling and assignment of work, and also including the right to hire, assign, demote, promote and transfer, to lay off or reduce the hours of work because of lack of work, to discipline, suspend or discharge for just cause, and to establish and maintain reasonable rules and regulations covering the operation of the store.

ARTICLE 23

SUCCESSOR

In the event of sale of any store or stores covered by this Agreement, the new owner shall recognize the Union and the Agreement with all its provisions, and grant to all employees all rights and benefits provided for thereunder, including all seniority and service time accumulated, except that the new owner shall have a thirty (30) day probation period applied to all employees and may request, in addition thereto, another thirty (30) days in respect to any individual employee whom the Employer has reason to doubt their performance.

ARTICLE 24

DELICATESSEN EMPLOYEES

The parties agreed in negotiations to cover all Full-Time and Part-Time Delicatessen Employees under the area grocery contract including all wages, hours and working conditions. The parties further agree to dovetail seniority with the seniority of the Delicatessen Employees covered under the area grocery contract.

ARTICLE 25

DRUG AND ALCOHOL TESTING

A. The Employer may neither administer nor require any employee to submit to a test for drugs or alcohol without reasonable cause. The parties agree that reasonable cause must be based on the

first-hand observation of the employee by a supervisor and if at all possible, corroborated by the first-hand observation of a second supervisor.

B. Reasonable cause means objective evidence about the employee's workplace conduct that would cause a reasonable person to believe that the employee is demonstrating physical signs of impairment due to drugs or alcohol, such as difficulty in maintaining balance, slurred speech, erratic behavior, and an inability to safely perform assigned tasks. The fact that an employee has been involved in an accident or has suffered an injury or illness does not by itself constitute reasonable cause.

C. The Employer agrees that positive test results do not constitute just cause for discharge or discipline on the first occurrence with agreement to a mutually agreeable substance abuse program.

D. The Employer agrees to offer the employee who has tested positive a mutually agreeable substance abuse program. The employee 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. If the employee fails to complete the program, their employment may terminate with the Employer.

E. Employees terminated for illegal drug and/or alcohol offenses who file a timely grievance and provide the Employer with certificate of rehabilitation will be reinstated for the first occurrence.

ARTICLE 26
SHOOTINGS, OTHER VIOLENT ATTACKS & DANGEROUS EMERGENCIES AT
STORES

A. This provision will control in case of a shooting, other violent attack or other similar emergency that adversely affects the emotional or mental health of or injures workers. These and similar situations are called "dangerous emergencies" in this Agreement.

B. The Employer agrees that employees do not bear any responsibility to protect the store, any merchandise, or other people during a dangerous emergency. Rather, employees should protect themselves and, to the extent safely and reasonably possible, co-workers.

C. The Employer has policies (Active Threat, Robbery, Bomb Threat, CODE Adam, Gun Policy, Customer Theft) that employees should follow to protect themselves and co-workers during dangerous emergencies. These procedures will include: (1) where employees should go to protect themselves, (2) evacuation plans, (3) what employees should do, and (4) how prompt first aid and emergency medical treatment will be administered to injured employees. The procedures will also discuss signs that may indicate that a dangerous emergency may occur (such as threats, social media posts or assaults), and encourage employees, customers, and others to report these matters to a manager or security guard.

D. The Employer will train Managers, Assistant Managers, Department Heads, Managers on Duty (MODs) and Front-End Supervisors (FES)/Customer Service Managers (CSM) on policies regarding “dangerous emergencies.” Initial training shall occur at the time of appointment in addition to a yearly training scheduled by the Employer’s Safety/Security Director.

E. The Employer will ensure that nothing, including equipment and merchandise, blocks or obstructs any part of entrances, exits, emergency or other doors, or exit routes. All doors will be capable of being readily and immediately opened from the inside of stores.

F. The Employer agrees not to reopen any store where a dangerous emergency occurred until the store is repaired to the condition the store was in before the dangerous emergency.

G. The Employer will offer returning employees their previous positions, wage rates, schedules, hours, benefits, and other working conditions. The Employer will continue to maintain the same number of Full-Time positions or jobs as before the dangerous emergency.

H. The Employer will transfer employees, who choose not to return to their store, to openings in stores nearest, with mutual agreement considering where the employee lives. The Employer will exercise best efforts to transfer those employees into the same positions they worked at their prior store, or to positions as equivalent as possible in terms of department, work performed, duties and other working conditions. The Employer will provide transferred employees with the same wage rates, hours, seniority, schedules, PTO, holidays and benefits (including health and welfare and pension benefits) as those the employees received at their prior store.

I. If concerns arise with training and implementation of the Employer’s policies and procedures related to shootings, other violent attacks and dangerous emergencies, then the Labor Management Committee (LMC) as defined under Article 13.3 of this Agreement will meet to develop solutions.

ARTICLE 27

DISASTERS, PANDEMICS AND OTHER EMERGENCIES

Provision that will apply in case of disasters, pandemics and other emergencies (“emergency provision”).

A. **Application of Emergency Provision:**

1. If a significant event occurs that affects employees, the workplace, or the safety and health of employees and their families, including but not limited to natural or weather disasters, epidemics, pandemics, catastrophes, public health emergencies, or similar events, and a Federal, State or Local government announces or declares the event a disaster, emergency, or similar event, this emergency provision will control, except to the extent that other Agreement provisions provide greater protections or benefits to employees. These events are referred to as “emergencies.” All other sections of this Agreement not in conflict with this emergency provision will remain in effect.

B. Leave:

1. During the emergency, any leave this Agreement or the Employer's policies provide, can be used by any employee who self-quarantines, shelters-in-place, stays home, or otherwise does not go to work due to the declared emergency.

2. The Employer will not take any adverse action against an employee who takes leave because of the emergency.

3. All employees who take any leave under this emergency provision will return with the same rate of pay and classification.

C. Safety and Health:

1. The Employer will work with Federal, State and Local recommendations to ensure employees are safe.

D. Personal Protective Equipment (PPE):

1. The Employer will provide all PPE at its own cost.

2. PPE may include, but not be limited to, respirators, face masks, gloves, eye protection and hand sanitizer.

3. The Employer will train employees during paid work time how to properly put on, use, take off and dispose of PPE.

4. The Employer will provide employees adequate paid work time to put on, take off, and dispose of PPE.

E. When the Employer learns that any employee may have been either exposed to a hazard or an infectious agent related to the emergency at work or away from work, tests positive for an infectious disease related to the emergency, or otherwise is diagnosed for such an infectious disease, the Employer will follow guidelines set forth by Federal, State, or Local recommendations.

ARTICLE 28
TERM OF AGREEMENT

This Agreement and any Addendums shall take effect upon Ratification (unless dated otherwise) and shall continue in full force and effect until April 7, 2029 and shall continue from year to year thereafter unless either party serves notice in writing upon the other party sixty (60) days prior to the expiration date of its desire to terminate, modify or amend provisions of this Agreement, at which time either party desiring a change shall notify the other party in writing of the specific paragraphs or articles they are desirous of changing so that negotiations may be started as early as possible during the sixty (60) day notice period. All attached Appendices are made a part hereof.

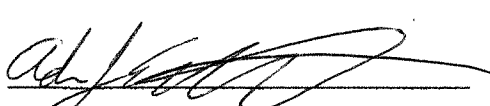
DATED THIS 23 DAY OF September, 2026.

FOR THE EMPLOYER:

Name 
Title Director of Store Operations

FOR THE UNION:

UNITED FOOD AND COMMERCIAL
WORKERS UNION LOCAL NO. 1189

Name 
Title President

Appendix “A”
Wage Rates

<u>Classification</u>	<u>4/5/2026</u>	<u>4/4/2027</u>	<u>4/2/2028</u>
<u>FT Top/Overscale</u>	<u>\$.55</u>	<u>\$.55</u>	<u>\$.55</u>
<u>PT Top/Overscale</u>	<u>\$.55</u>	<u>\$.55</u>	<u>\$.55</u>

Classification	Current	4/5/2026	4/4/2027	4/2/2028
Asst Mgr/Head Stock	\$33.77	\$34.32	\$34.32	\$34.32
Deli, Produce, Dairy Frozen Manager	\$33.77	\$34.32	\$34.32	\$34.32
Head Meat	\$34.52	\$35.07	\$35.07	\$35.07
Journeyman	\$33.85	\$34.40	\$34.40	\$34.40
Senior Retail Specialist	\$32.33	\$32.88	\$32.88	\$32.88
Top/Overscale Increase		\$.55	\$.55	\$.55
Wrappers & Other than Journeyman certified to cut meat hired/promoted prior to 4/5/26	Current	4/5/2026	4/4/2027	4/2/2028
Start – 1 Year	\$17.23	\$17.23	\$17.23	\$17.23
1 – 2 Years	\$18.23	\$18.23	\$18.23	\$18.23
2 – 3 Years	\$19.23	\$19.23	\$19.23	\$19.23
3 – 4 Years	\$20.23	\$20.23	\$20.23	\$20.23
4 – 5 Years	\$22.25	\$22.25	\$22.25	\$22.25
5 – 6 Years	\$25.93	\$25.93	\$25.93	\$25.93
6 – 7 Years		\$29.93	\$29.93	\$29.93
Top Rate	29.93	\$30.48	\$30.48	\$30.48
Top/Overscale Increases		\$.55	\$.55	\$.55
Wrappers & Other than Journeyman certified to cut meat hired/promoted after 4/4/26	Current	4/5/2026	4/4/2027	4/2/2028
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		\$21.25	\$21.25	\$21.25
5 – 6 Years		\$22.25	\$22.25	\$22.25
6 – 7 Years		\$23.25	\$23.25	\$23.25
7 – 8 Years		\$24.50	\$24.50	\$24.50
8 – 9 Years		\$25.93	\$25.93	\$25.93
9 – 10 Years		\$27.50	\$27.50	\$27.50
11 – 12 Years		\$29.93	\$29.93	\$29.93
Top Rate		\$30.48	\$30.48	\$30.48
Top/Overscale Increases		\$.55	\$.55	\$.55
Wrappers & Other than Journeyman not certified to cut meat (Part-Time) hired/promoted prior to 4/5/26	Current	4/5/2026	4/4/2027	4/2/2028
0 – 1040 Hours	\$14.66	\$14.66	\$14.66	\$14.66
1041 – 2080 Hours	\$15.66	\$15.66	\$15.66	\$15.66
2081 – 3119 Hours	\$17.00	\$17.00	\$17.00	\$17.00
3120 – 4158 Hours	\$18.00	\$18.00	\$18.00	\$18.00

4159 – 6239 Hours	\$19.00	\$19.00	\$19.00	\$19.00
6240 – 7279 Hours	\$20.00	\$20.00	\$20.00	\$20.00
7280 – 8319 Hours	\$22.00	\$22.00	\$22.00	\$22.00
8320 – 9360 Hours	\$24.74	\$24.74	\$24.74	\$24.74
9361 – 10,400 Hours		\$27.44	\$27.44	\$27.44
10,400 + Hours	\$27.44	\$27.99	\$27.99	\$27.99
Top/Oversale Increases		\$.55	\$.55	\$.55
Wrappers & Other than Journeyman not certified to cut meat (Part-Time) hired/promoted after 4/4/26	Current	4/5/2026	4/4/2027	4/2/2028
0 – 1040 Hours		\$15.66	\$15.66	\$15.66
1041 – 2080 Hours		\$17.00	\$17.00	\$17.00
2081 – 3119 Hours		\$18.00	\$18.00	\$18.00
3120 – 4158 Hours		\$19.00	\$19.00	\$19.00
4159 – 6239 Hours		\$20.00	\$20.00	\$20.00
6240 – 7279 Hours		\$22.00	\$22.00	\$22.00
7280 – 8319 Hours		\$23.25	\$23.25	\$23.25
8320 – 9360 Hours		\$24.74	\$24.74	\$24.74
9361 – 10,400 Hours		\$25.75	\$25.75	\$25.75
10,401 – 11,440 Hours		\$26.75	\$26.75	\$26.75
11,441 – 12,480 Hours		\$27.44	\$27.44	\$27.44
12,481 + Hours		\$27.99	\$27.99	\$27.99
Top/Overscale Increases		\$.55	\$.55	\$.55
	Current	4/5/2026	4/4/2027	4/2/2028
Universal Employees hired/promoted prior to 4/5/26				
Start – 1 Year	\$14.75	\$14.75	\$14.75	\$14.75
1 – 2 Years	\$15.50	\$15.50	\$15.50	\$15.50
2 – 3 Years	\$16.25	\$16.25	\$16.25	\$16.25
3 – 4 Years	\$17.00	\$17.00	\$17.00	\$17.00
4 – 5 Years	\$17.75	\$17.75	\$17.75	\$17.75
5 – 6 Years	\$18.50	\$18.50	\$18.50	\$18.50
6 – 7 Years	\$19.25	\$19.25	\$19.25	\$19.25
7 – 8 Years	\$20.00	\$20.00	\$20.00	\$20.00
8 – 9 Years	\$21.00	\$21.00	\$21.00	\$21.00
9 – 10 Years	\$22.25	\$22.25	\$22.25	\$22.25
10 – 11 Years	\$25.93	\$25.93	\$25.93	\$25.93
11- 12 Years		\$29.93	\$29.93	\$29.93
Top Rate	\$29.93	\$30.48	\$30.48	\$30.48
Top/Overscale Increases		\$.55	\$.55	\$.55
Universal Employees hired/promoted after 4/4/26				
Start – 1 Year		\$16.25	\$16.25	\$16.25
1 – 2 Years		\$17.00	\$17.00	\$17.00
2 – 3 Years		\$17.75	\$17.75	\$17.75
3 – 4 Years		\$18.50	\$18.50	\$18.50
4 – 5 Years		\$19.25	\$19.25	\$19.25
5 – 6 Years		\$20.00	\$20.00	\$20.00
6 – 7 Years		\$21.00	\$21.00	\$21.00
7 – 8 Years		\$22.25	\$22.25	\$22.25

8 – 9 Years		\$23.25	\$23.25	\$23.25
9 – 10 Years		\$24.50	\$24.50	\$24.50
10 – 11 Years		\$25.93	\$25.93	\$25.93
11 – 12 Years		\$27.25	\$27.25	\$27.25
12 – 13 Years		\$28.50	\$28.50	\$28.50
13 – 14 Years		\$29.93	\$29.93	\$29.93
Top Rate		\$30.48	\$30.48	\$30.48
Top/Overscale Increases		\$.55	\$.55	\$.55
PT Deli Specialist	Current	4/5/2026	4/4/2027	4/2/2028
Hire – 520 Hours	\$16.00	\$16.00	\$16.00	\$16.00
Next 520 Hours	\$16.50	\$16.50	\$16.50	\$16.50
Next 520 Hours	\$17.50	\$17.50	\$17.50	\$17.50
Next 520 Hours	\$18.50	\$18.50	\$18.50	\$18.50
Next 520 Hours	\$19.50	\$19.50	\$19.50	\$19.50
Next 520 Hours	\$20.50	\$20.50	\$20.50	\$20.50
Next 520 Hours	\$21.50	\$21.50	\$21.50	\$21.50
Next 520 Hours (hired/promoted after 4/4/26)		\$22.50	\$22.50	\$22.50
Top Rate	\$22.50	\$23.05	\$23.05	\$23.05
Top/Overscale Increases		\$.55	\$.55	\$.55
Regular Part-Time/Prime-Time hired/promoted after 8/4/2016	Current	4/5/2026	4/4/2027	4/2/2028
Next 520 Hours	\$13.25	\$13.25	\$13.25	\$13.25
Next 520 Hours	\$13.75	\$13.75	\$13.75	\$13.75
Next 520 Hours	\$14.25	\$14.25	\$14.25	\$14.25
Next 520 Hours	\$14.75	\$14.75	\$14.75	\$14.75
Next 520 Hours	\$15.25	\$15.25	\$15.25	\$15.25
Next 520 Hours	\$16.00	\$16.00	\$16.00	\$16.00
Next 520 Hours	\$17.00	\$17.00	\$17.00	\$17.00
Next 520 Hours	\$18.25	\$18.25	\$18.25	\$18.25
Next 520 Hours (hired/promoted after 6/9/2026)		\$19.50	\$19.50	\$19.50
Next 520 Hours		\$20.95	\$20.95	\$20.95
Top Rate	\$20.95	\$21.50	\$21.50	\$21.50
Top/Overscale Increases		\$.55	\$.55	\$.55
Utility				
Hire – 520 Hours	\$12.50	\$12.50	\$12.50	\$12.50
Next 520 Hours	\$13.00	\$13.00	\$13.00	\$13.00
Next 520 Hours	\$13.50	\$13.50	\$13.50	\$13.50
Next 520 Hours	\$14.00	\$14.00	\$14.00	\$14.00
Next 520 Hours	\$14.35	\$14.35	\$14.35	\$14.35
Next 520 Hours (hired/promoted after 6/9/2026)		\$17.05	\$17.05	\$17.05
Top Rate	\$17.05	\$17.60	\$17.60	\$17.60
Top/Overscale Increases		\$.55	\$.55	\$.55

APPENDIX "B"
ADDENDUM

A. It is agreed that there will be a head produce clerk and either an assistant manager or head stock clerk in each store.

B. An employee assigned to be in charge of the dairy and frozen food department shall be designated as head dairy and frozen food clerk. Where an Employer has an employee in charge of the dairy case and another in charge of frozen food, one or the other must be designated as filling the head classification and paid the head rate of pay.

C. An Employee regularly assigned to record keeping and bookkeeping functions in addition to the normal duties of a cashier will be designated as the head cashier. There shall be no more than one (1) head cashier per store and only in instances where the described additional duties have been assigned to an employee.

APPENDIX "C"

STORE CLOSING

The Employer and the Union agree as follows:

1) In the event the Employer permanently discontinues operations at a store whose employees are covered by a collective bargaining agreement with the Union, severance pay shall be paid to eligible employees in the manner and to the extent set forth in this Agreement. Discontinuance of operations due to fire, flood, or other acts of God shall not be deemed discontinuance of operations by the Employer for any purpose of this Agreement.

2) A regular employee other than a Prime-Time employee having four (4) or more years of continuous employment whose employment is terminated on or before the date of the Employer's permanent discontinuance of operations at a store and by reason of such discontinuance of operations shall be eligible for severance pay except in the following situations:

- a. The employee voluntarily terminates their employment or is discharged for just cause prior to the date operations are discontinued; or
- b. The employee is offered employment at the same location by a successor Employer or is offered employment at another location by the Employer or any other Company having a collective bargaining Agreement with these Unions or with another Union having a labor contract covering similar work in the Twin City Metro area; or
- c. The employee is eligible for and actually receives benefits under any retirement plan to which the Employer makes contributions on the employee's behalf, or
- d. The employee engages in any conduct which has the effect or is intended to disrupt or otherwise interfere in any way with the Employer's discontinuance of operations.

3) The amount of severance pay for any employee eligible therefore shall be one (1) week's average pay with a maximum of forty (40) hours' pay for each completed year of continuous employment in excess of four (4) but not to exceed a maximum of six (6) weeks' pay. Payment of severance pay shall be subject to any Federal or State withholding requirements.

4) For all purposes of this APPENDIX, a Full-Time meat employee is any employee who averaged more than (24) hours during their basic work week for the fifty-two (52) week period immediately preceding their termination of employment and continuous Full-Time employment shall mean employment as a regular Full-Time employee. One (1) week's average pay shall mean one (1) week's pay at the employee's straight time hourly rate based on their average weekly hours worked during such fifty-two (52) week period.

5) Severance pay shall be paid at the rate of one (1) week's pay per week commencing with the second week following the number of weeks or parts thereof for which vacation pay is paid: Provided, that any severance pay shall cease in the event the employee is recalled or offered employment by any Employer who is covered by a collective bargaining Agreement with these Unions, (or with another Employer having a labor contract covering similar work in the Twin City Metro area), or who accepts the collective bargaining Agreement in effect with these Unions.

6) Upon acceptance of their last payment of severance pay, an employee shall lose any and all seniority or recall rights or credit for previous experience under the collective bargaining Agreement with the Union.

7) The Employer shall continue contributions to the Health and Welfare Plan for four (4) weeks following the employee's termination of employment pursuant to ARTICLE 19 of the contract.

8) Except for unemployment compensation and vacation payments due under the collective bargaining Agreement, any payment received other than payments provided pursuant to this Agreement because of an employee's termination of employment shall be deducted from any severance pay made hereunder.

9) The Employer shall give two (2) weeks' notice in advance of discontinuance of operations at a store to the Union and the employees employed at such store except when such notice is impossible due to circumstances beyond the Employer's control.

10) In consideration of the benefits provided by this Agreement, the Union agrees to cooperate fully in the Employer's discontinuance of operations and agrees not to engage in any strike, slowdown, or other concerted activity or to commence any legal action or to in any other way disrupt or otherwise interfere with the Employer's discontinuance of operations.

11) The Employer shall have no further obligations or liabilities arising from discontinuance of operations at any store other than as provided under this Agreement or under any other collective bargaining agreement with the Union. In the event the provisions of any other collective bargaining agreement are inconsistent with the provisions of this Agreement, the provisions of this Agreement shall prevail.

12) This Agreement shall expire one (1) year following the expiration date of the current collective bargaining agreement.

APPENDIX "D"

**LETTER OF UNDERSTANDING
BY AND BETWEEN
THE PARTIES TO THIS AGREEMENT**

During the negotiations for the 1992-95 Collective Bargaining Agreement, the parties eliminated any restrictions on the Employer scheduling meat department employees to work between the hours of 5:00 a.m. and 7:00 a.m. It was agreed, however, that it was the intent of the Employer to accommodate to the extent possible employees placed in a hardship position because of being unable to obtain child care between 5:00 a.m. and 7:00 a.m. by endeavoring not to schedule such an employee to work between these hours. Any employee scheduled between these hours who is placed in a hardship situation because of an inability to obtain suitable child care commitments shall substantiate that need for the Employer, and the Employer will endeavor to reschedule the employee such as by substituting another employee on the schedule for those particular hours. It is understood that the Employer retains the right to schedule employees to perform necessary work.

APPENDIX "E"

LETTER OF UNDERSTANDING BY AND BETWEEN THE PARTIES TO THIS AGREEMENT

During the negotiations for the 1992-95 Collective Bargaining Agreement, the parties converted to a weekly system of health and welfare contributions using the same language in ARTICLE 18 of that contract that is contained in the health and welfare language set forth in the Minneapolis Retail Grocery and Meat Contract. As a consequence, Full-Time contributions are only made on behalf of employees who work thirty-two (32) or more hours per week under the 1992-95 Agreement. In previous contracts, such contributions had been made on behalf of employees who averaged more than twenty-four (24) per week. The parties have agreed that should any Full-Time employee hired prior to March 1, 1992, covered by the Retail Meat Contract be scheduled to work more than twenty-four (24) but less than thirty-two (32) hours in a work week, the employee will still receive the Full-Time contribution specified in SECTION 19.2 of the 2005-08 Contract. Effective March 5, 1995, the average of thirty-two (32) hours per week during the reporting period as listed in SECTION 19.1 of the 2005-08 Contract shall be applied to employees covered by this Letter of Understanding by using the twenty-four (24) hour criteria.

March 6, 2005

LETTER OF AGREEMENT #1
Retiree Health Insurance

This Letter of Understanding is intended to reflect the agreement of the parties reached during collective bargaining for the terms of the Grocery and Meat Articles of Agreement for the term March 3, 2002 through March 5, 2005, regarding subsidization of retiree health insurance costs within the Health and Welfare Plan (the "Plan") provided for in the Articles of Agreement. It is agreed that the terms of the Health and Welfare Trust Agreement shall be amended to provide as follows:

1. Eligibility for participation in the retiree health insurance program (the "retiree program") shall be limited to individuals who retire from positions covered by the collective bargaining agreement **on or before 12/31/2014** and who make an election to participate in the retiree program during a fixed period to be defined by the Trustees immediately prior to their retirement, without any break in the employee's participation in medical coverage under the Plan. Eligibility will likewise be extended to current retirees who are presently participating in the existing retiree medical coverage provided under the Plan or who have elected COBRA continuation and are presently continuing to receive benefits during the COBRA continuation period.
2. Further, all participants must be receiving a pension pursuant to the retirement plans provided for in the Articles of Agreement. In addition, eligibility will be limited to those who have a minimum of 25 years as a participant in the Plan and who have attained a minimum age of 55 years. Eligibility will likewise be limited to those individuals who have, for a continuous period of five (5) years immediately prior to retirement, been (a) employed in a bargaining unit position covered by the Articles of Agreement referenced above, and (b) a participant in the Plan. The eligibility criteria established by this Letter of Understanding are intended to be applied cumulatively, not in the alternative.
3. It is understood that a Plan participant who wishes to participate in the retiree program as provided herein shall first elect COBRA continuation of Plan benefits and retain participation throughout the COBRA continuation period at basic plan rates and at the participant's sole cost.
4. The benefits to be provided under the retiree program shall consist of the medical benefits provided under the Plan to retirees.
5. The claims/utilization experience of all retiree program participants shall be separately documented and calculated in order to maintain an ongoing ability to identify and measure the impact upon Plan funding of the retiree program.
6. The cost of coverage for eligible retiree program participants shall be subsidized from the assets of the Plan as follows: For participants with 30 years or more of Plan

participation, the Plan shall subsidize the participant's cost of coverage at a rate of 100% of the difference between the Plan COBRA continuation rate and the retiree self-pay rate; for participants with 25 or more, but fewer than 30, years of Plan participation, the Plan shall subsidize the participant's cost of coverage at a rate of 80% of the difference between the Plan COBRA continuation rate and the retiree self-pay rate. The foregoing subsidies shall cease when the participating employee becomes eligible for Medicare benefits. In all cases, the retiree program participant shall continue to pay the Plan COBRA continuation rate as determined from time to time as a minimum cost of participation.

The parties mutually agree that there is no intention to create vested rights for any employee or any Plan participant by adopting this Letter of Understanding or by amending the terms of the Plan as provided in this Letter. Rather, the terms of the Plan remain subject to change by the Trustees as provided in the Health and Welfare Trust Agreement, and the terms of this Letter of Understanding remain subject to change through the collective bargaining process.

March 9, 2008

LETTER OF AGREEMENT #2

With the implementation of the new jurisdictional language in the contract, as of March 9, 2008, the Employer, will make every endeavor to post schedules that are clear, concise and whenever possible show the employee's hours to be worked on a base schedule.

Employees, due to new jurisdictional language in the contract, as of March 9, 2008, shall not be adversely affected in regards to requests for personal time off. Employees who were previously guaranteed 24 hours minimum per week because of a) Article 16, or b) Section 2.9 "top" 24%, prior to March 9, 2008, will continue to be guaranteed a minimum of 24 hours, regardless of their position in the newly merged seniority list.

The employer will assume responsibility to train employees to perform the various tasks which may be assigned to them in the store.

LETTER OF AGREEMENT #3

Small Stores

In negotiations with Kowalski's Companies, the Employer and the Union reached agreement on the following terms governing the operation of an Employer's store employing 80 or fewer Local 1189 bargaining unit employees.

1. **Ratio** - Such a store is exempt from the ratio in Article 3 and does not count in total Employer ratio. The employees employed in any such store are not counted in the "total bargaining unit work force" for the ratio calculations in Article 3B. Any reductions or changes in ratio shall be obtained through attrition.
 - a. Part-Time employees will not count in the Employer's ratio number.
2. **Required Employees** – In any such store, the Employer will employ no fewer than five (5) Full-Time employees, but will not be required to employ any minimum number of Department Head positions.
3. **Sunday** – Such a store is excluded from mandatory Full-Time staffing requirements in the Contract for Sunday hours.
4. **Prime-Time Employees**-If any store does not have any utility employees, it may employ Prime-Time employees, so long as those Prime-Time employees do not exceed a maximum of **thirty percent (30)%** of such store's UFCW Local 1189 bargaining unit workforce.
5. **Complete Agreement** – Except as set forth in this Letter of Agreement, the Contract governs the terms and conditions of employment in such stores, including those provisions governing scheduling, layoffs, and transfers.
6. **Notice to Union** – The Employer will notify the Union when it decides to utilize this Letter of Agreement.

LETTER OF AGREEMENT #4
EARLY RETIREMENT COBRA PROGRAM

A. Eligibility for participation in the early retirement COBRA insurance program shall be limited to employees who have a minimum of twenty-five (25) years as a participant in the retirement plan(s) provided for in this agreement and in predecessor Agreements and who are eligible to receive benefits pursuant to the retirement plan(s).

B. An eligible employee must make a request to receive the early retirement COBRA insurance pay; however, an eligible employee shall not be entitled to receive the early retirement COBRA pay unless the employer agrees to the employee's request for the early retirement COBRA pay.

C. An eligible employee shall not be entitled to receive early retirement COBRA insurance pay unless the employee signs and does not revoke or rescind, within thirty (30) days, a release of claims form acceptable to the employer.

D. If the employer grants an employee's request for early retirement COBRA insurance pay, the employer agrees to pay a Full-Time employee an amount equal to the current COBRA rate for health, dental and vision benefits up to eighteen (18) months and a Part-Time employee an amount equal to the current COBRA rate for health and dental benefits for up to nine (9) months. The employer, at its option, may pay the net cost of the current COBRA insurance to the employee in a lump sum payment or on a monthly basis. This COBRA payment(s) will be a taxable event for the employee.

August 4, 2016

LETTER OF AGREEMENT #5
Shelf Stocking and Resets

The Union and the Employer agree to the following process for shelf stocking and resets:
The language in Article 16 shall be amended to read:

1. The Employer shall be allowed to use DSD vendors to stock their own products delivered to the store. All other products will be stocked by members of Local 1189, only, except that the Store Manager and either one, (1), or two, (2), other Supervisory employees, as described in Section 1.1 Recognition, may do bargaining unit work and the Employer shall be allowed to utilize retail merchandisers, i.e., perishable specialists in perishable departments, grocery specialists in grocery departments, etc., for the purpose of doing resets. The Employer will provide the Union with a current list of all such specialists and the stores to which they are assigned.

The Employer shall be allowed to utilize suppliers, vendors and salesmen to perform the tasks as specified below:

A. Cut in and “spot” new product that he or she (the supplier, vendor, or salesman) represents, and to remove discontinued, old, and slow moving items from shelves; the remainder of the case after spotting it on the shelf will be stocked by store employees as outlined above. The vendor may place the shelf tag for the new product on the shelf.

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 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.

C. In the event of a total store reset, the Employer will offer additional hours to members before utilizing vendors (suppliers/salesmen) to remove, replace, or tag product. The reset for the entire store will follow the same guidelines as outlined in the category reset. In the event of a total store reset, the Employer will notify the Union.

2. As a condition of this Article, the Employer agrees for the duration of the collective bargaining agreement that there shall be no lay off or reduction in hours of any Full-Time employee, or for the 24% most senior Part-Time employees as of May 30, 2013 [date will be applicable to the Employer] on the Employer’s seniority list, a reduction of scheduled hours below twenty-six (26) per week. If such an employee is laid off or suffers a reduction in hours during this period, the Employer shall lose its right to operate under the terms of this Article. It is understood and agreed that this provision regarding layoffs or reduction in hours shall have no application in the event of store closure, proven loss of business, excluding seasonal fluctuations, retirement, voluntary quit, discharge for just cause, inability to perform the essential functions of the job due to disability, termination prior to the completion of the probationary period, interruption of business due to “act of God,” or death. Moreover, it is understood that the employees intended to be protected by this provision do not include retired employees working on a Part-Time basis, or employees working on waivers.

3. Violations of the Agreement may be resolved with a fine of \$300 per violation (if the violation is by multiple vendors, persists, or occurs in more than one location) payable to the Union’s food shelf, in lieu of grievance mediation and arbitration.

LETTER OF AGREEMENT #6

Minnesota Rest and Meal Breaks

Under Minn. Stats. § 177.253 (rest breaks) and § 177.254 (meal breaks), employees must be allowed: (a) adequate time from work within each four consecutive hours of work to utilize the nearest restroom; and (b) sufficient time to eat a meal if working eight or more hours; amendments to the rest and meal breaks laws set forth above will take effect on January 1, 2026. Under the amendments, as of January 1, 2026, employees must be allowed:

(a) a rest break of at least 15 minutes or enough time to utilize the nearest convenient restroom, whichever longer, within each four consecutive hours of work; and (b) a meal break of at least 30 minutes if working six or more consecutive hours;

Both Minn. Stats. §177.235 and §177.254 currently permit and will continue to permit employers and unions to establish different rest and meal breaks pursuant to a collective bargaining agreement;

The parties desire to continue their long-standing practices under the CBA with regard to how and when employees may take rest and meal periods, which are different than those set forth under the amended laws.

The Parties agree as follows:

1. Under Section 2.10 of the CBA, employees are entitled to two fifteen (15) minute paid break periods for every three (3) hours worked not to exceed thirty (30) minutes in any workday of less than twelve (12) hours. Additionally, employees are entitled to combine two fifteen (15) minute breaks into a consecutive break, where such practice exists.
2. Under Section 2.10 of the CBA, employees who are employed at least six (6) hours in a workday are also entitled to a thirty (30) minute meal period without pay.
3. Under Section 2.10 of the CBA, an employee who has worked a full day's shift and is required to work overtime is entitled to a paid twenty (20) minute meal break.
4. By practice under the CBA, employees entitled to a meal period have waived their meal period for a shorter work schedule. To maintain such schedules, employees shall complete and return by December 30, 2025, the attached meal and rest break waiver form attached to this Memorandum of Understanding, waiving their meal period. In the event employees fail to waive their meal period, or they otherwise revoke their meal break waivers thereafter, the employees will be required to take their meal periods. If employees fail to execute the waiver, they will be allowed the opportunity to execute the waiver at any time for the going forward application.
5. Additionally, employees who wish to combine their rest periods into one paid meal period and thereby waive their rest breaks shall complete and return by December 30, 2025, the fully executed meal and rest break waiver form attached to this Memorandum of Understanding to the Company waiving their rest periods. In the event employees fail

to waive their rest periods, or they otherwise revoke their rest break waiver, the employees will be required to take their paid rest periods. If employees fail to execute the waiver, they will be allowed the opportunity to execute the waiver at any time for the going forward application.

Minnesota Meal and Rest Break Waiver Form

If you wish, you have the right to waive taking your meal and/or rest break upon mutual agreement with your manager. If you do not choose to waive your right to meal and/or rest breaks, the company requires that you take your unpaid meal breaks and your paid rest breaks consistent with Minnesota law and company policy.

IF YOU ELECT TO WAIVE MEAL BREAKS, PLEASE CHECK THE BOX BELOW:

I voluntarily waive any unpaid 30-minute meal breaks. I am making this request for my own convenience. I have not been forced or coerced to submit this request. Rather, it is completely voluntary on my part. I understand that I may revoke this waiver at any time by providing a new Minnesota Meal and Rest Break Waiver Form electing not to waive meal breaks to Human Resources.

IF YOU DO NOT WANT TO WAIVE MEAL BREAKS, PLEASE CHECK THE BOX BELOW:

If I am entitled to unpaid meal breaks under the collective bargaining agreement, I do not wish to voluntarily waive them at this time. I further understand that the company requires that I take these unpaid meal breaks.

IF YOU ELECT TO COMBINE TWO REST BREAKS, PLEASE CHECK THE BOX BELOW:

I voluntarily elect to combine my two paid 15-minute rest breaks into one paid 30-minute break during my shift, as permitted under the collective bargaining agreement. I understand that I am not waiving my right to take paid rest breaks; I am only waiving the requirement that breaks occur within a particular work period. I have not been forced or coerced to submit this request. Rather, it is completely voluntary on my part. I understand that I may revoke this election at any time by providing a new Minnesota Meal and Rest Break Waiver Form to Human Resources.

IF YOU DO NOT WANT TO COMBINE REST BREAKS, PLEASE CHECK THE BOX BELOW:

I do not wish to voluntarily combine my paid rest breaks at this time. I further understand that the company requires that I take any rest breaks separately. I also understand that any meal period that I take will be unpaid.

Employee Signature Date

Manager Signature Date