

EMPLOYER ECONOMIC PROPOSAL**5/12/2022 - COUNTER PROPOSAL******BUNDLED OFFER****

SINGLE RATE / OVERSCALE - FT	04/11/22	10/03/22	4/10/2023	10/2/2023
	\$0.40	\$0.40	\$0.40	\$0.40
All Department Managers	04/11/22	10/03/22	4/10/2023	10/2/2023
Journeyman	\$29.00	\$29.00	\$30.00	\$30.00
	\$27.75	\$28.15	\$28.55	\$28.95
APPRENTICES - 6 MONTH INTERVALS	04/11/22	10/03/22	04/10/23	10/02/23
1	\$23.28	\$23.28	\$23.28	\$23.28
2	\$23.78	\$23.78	\$23.78	\$23.78
3	\$24.28	\$24.28	\$24.28	\$24.28
4	\$24.78	\$24.78	\$24.78	\$24.78
5	\$25.28	\$25.28	\$25.28	\$25.28
6	\$25.78	\$25.78	\$25.78	\$25.78
7	\$26.28	\$26.28	\$26.28	\$26.28
8	\$26.78	\$26.78	\$26.78	\$26.78
9	\$27.28	\$27.28	\$27.28	\$27.28
10	\$27.78	\$27.78	\$27.78	\$27.78
WRAPPERS - HIRED BEFORE 05/02/1986 - 1 YEAR INTERVAL	04/11/22	10/03/22	04/10/23	10/02/23
	\$25.94	\$26.34	\$26.74	\$27.14
WRAPPERS - HIRED AFTER 05/01/1986 & OTHER THAN JOURNEYMAN (1 year intervals)	04/11/22	10/03/22	4/10/2023	10/2/2023
1	\$17.23	\$17.23	\$17.23	\$17.23
2	\$18.23	\$18.23	\$18.23	\$18.23
3	\$19.23	\$19.23	\$19.23	\$19.23
4	\$20.23	\$20.23	\$20.23	\$20.23
5	\$21.23	\$21.23	\$21.23	\$21.23
6	\$22.23	\$22.23	\$22.23	\$22.23
7	\$23.23	\$23.23	\$23.23	\$23.23
8	\$24.23	\$24.23	\$24.23	\$24.23
SENIOR RETAIL SPECIALIST	04/11/22	10/03/22	04/10/23	10/02/23
	\$26.23	\$26.63	\$27.03	\$27.43

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CLASSIFIED ASSISTANT - 1 YEAR INTERVAL		04/11/22	10/03/22	04/10/23	10/02/23
1		\$16.75	\$16.75	\$16.75	\$16.75
2		\$17.50	\$17.50	\$17.50	\$17.50
3		\$18.25	\$18.25	\$18.25	\$18.25
4		\$19.00	\$19.00	\$19.00	\$19.00
5		\$19.75	\$19.75	\$19.75	\$19.75
6		\$20.50	\$20.50	\$20.50	\$20.50
7		\$21.25	\$21.25	\$21.25	\$21.25
8		\$22.00	\$22.00	\$22.00	\$22.00
9		\$22.75	\$22.75	\$22.75	\$22.75
10		-	-	-	\$23.50

CA RATE INCREASE EXAMPLE

CBA RATE	DATES OF INCREASE				TOTAL INCREASE
	04/11/22	10/03/22	04/10/23	10/02/23	
\$14.50		\$16.75		\$17.50	\$3.00
\$15.50		\$16.75		\$17.50	\$2.00
\$16.50		\$16.75		\$17.50	\$1.00
\$17.50		\$18.25		\$19.00	\$1.50
\$18.50		\$19.00		\$19.75	\$1.25
\$19.50		\$19.75		\$20.50	\$1.00
\$20.50		\$21.25		\$22.00	\$1.50
\$22.28		\$22.75		\$23.50	\$1.22

FULL TIME MAINTENANCE - 6 MONTH INTERVALS		04/11/22	10/03/22	04/10/23	10/02/23
1		\$14.25	\$14.25	\$14.25	\$14.25
2		\$15.00	\$15.00	\$15.00	\$15.00
3		\$15.75	\$15.75	\$15.75	\$15.75
4		\$16.50	\$16.50	\$16.50	\$16.50
5		\$17.25	\$17.25	\$17.25	\$17.25
6		\$18.00	\$18.00	\$18.00	\$18.00
7		\$18.75	\$18.75	\$18.75	\$18.75
8		\$19.50	\$19.50	\$19.50	\$19.50
9		\$20.25	\$20.25	\$20.25	\$20.25
10		\$21.00	\$21.00	\$21.00	\$21.00
11		\$21.75	\$21.75	\$21.75	\$21.75

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REGULAR & MODIFIED PART-TIME - 6 MONTH INTERVALS	04/11/22	10/03/22	04/10/23	10/02/23
1	\$13.25	-	-	-
2	\$13.50	\$13.50	-	-
3	\$13.75	\$13.75	\$13.75	-
4	\$14.00	\$14.00	\$14.00	\$14.00
5	\$14.25	\$14.25	\$14.25	\$14.25
6	\$14.50	\$14.50	\$14.50	\$14.50
7	\$14.75	\$14.75	\$14.75	\$14.75
8	\$15.00	\$15.00	\$15.00	\$15.00
9	\$15.25	\$15.25	\$15.25	\$15.25
10	\$15.50	\$15.50	\$15.50	\$15.50
11	\$15.75	\$15.75	\$15.75	\$15.75
12	\$16.00	\$16.00	\$16.00	\$16.00
13	\$16.25	\$16.25	\$16.25	\$16.25
14	\$16.50	\$16.50	\$16.50	\$16.50
15	\$16.75	\$16.75	\$16.75	\$16.75
16	-	\$17.00	\$17.00	\$17.00
17	-	-	\$17.25	\$17.25
18	-	-	-	\$17.50

PT RATE INCREASE EXAMPLE

CBA RATE	DATES OF INCREASE				TOTAL INCREASE
	04/11/22	10/03/22	04/10/23	10/02/23	
\$10.25	\$13.25	\$13.50	\$13.75	\$14.00	\$3.75
\$10.75	\$13.25	\$13.50	\$13.75	\$14.00	\$3.25
\$11.25	\$13.25	\$13.50	\$13.75	\$14.00	\$2.75
\$11.75	\$13.25	\$13.50	\$13.75	\$14.00	\$2.25
\$12.25	\$13.25	\$13.50	\$13.75	\$14.00	\$1.75
\$12.75	\$13.25	\$13.50	\$13.75	\$14.00	\$1.25
\$13.25	\$13.50	\$13.75	\$14.00	\$14.25	\$1.00
\$13.75	\$14.00	\$14.25	\$14.50	\$14.75	\$1.00
\$14.25	\$14.50	\$14.75	\$15.00	\$15.25	\$1.00
\$14.75	\$15.00	\$15.25	\$15.50	\$15.75	\$1.00
\$16.40	\$16.75	\$17.00	\$17.25	\$17.50	\$1.10

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COURTESY / CUSTODIAL - 6 MONTH INTERVALS

	04/11/22	10/03/22	04/10/23	10/02/23
1	\$12.00	\$12.00	\$12.00	\$12.00
2	-	\$12.20	\$12.20	\$12.20
3	-	-	\$12.40	\$12.40
4	-	-	-	\$12.60

COURTESY / CUSTODIAL DUTIES: Employees in this classification shall be allowed to "face" and "stock" non-perishable products during slow periods that may occur while scheduled as a courtesy / custodial.

MINIMUM WAGE COMPLIANCE: The Employer will ensure that no employee is paid below the minimum wage set by local, state, or federal law.

PROGRESSION ADMINISTRATION: Progressions will occur at the same time per year for all employees, regardless of anniversary date.

Progressions will occur at the frequency as defined in the wage scale and will take effect as follows:

- if it is a one (1) year interval, progressions shall go into effect the first Monday of October
- if it is a six (6) month interval, progressions shall go into effect the first Monday of October and April

HEALTH & WELFARE: Employer and Employee will increase their respective contributions by 7% each year for the term of the contract.

PAID TIME OFF (PTO): HOLD

PERSONAL HOLIDAY: HOLD

RETIREMENT: HOLD

TERM OF CONTRACT: 2 years

****BUNDLED OFFER******SUPPOSAL (05/12/22):****The Employer will agree to include the following changes in its bundled offer:**

1. Employer will agree to allow all 1189 members to use earned PTO for purposes that fall under ESST. This amount of PTO that an employee can use per year shall be capped in accordance with the St. Paul ESST ordinance. Also in accordance with ESST, Employees with less than one year of service will begin accruing PTO immediately but will not have any PTO granted for use until after completing 90 days of service AND employees who end employment with less than one year of service will not have any unused PTO time paid out upon termination.
2. Employer will drop its proposal regarding personal holiday
3. Employer will drop its proposal to withdraw from the multi-employer retirement plan
4. Employer will agree to a full-time ratio of 35% / 65% BUT the Employer will also agree to factor in Regular PT (currently titled as Prime Time in CBA) in addition to Modified PT (currently titled Regular PT in CBA) in order to determine its FT headcount obligation
5. Employer will agree to remove all language pertaining to Utility-to-PT Waiver from the CBA
6. Employer will agree to providing a \$1.00/hour shift differential for part-time supervisors in the Front-End department when they are scheduled to perform this specific work for the majority of their shift. The Employer will implement this shift differential no later than November 2022.

The above change will only be included IF:

7. The Union agrees to drop its proposals relating to sick pay, quarantine pay, Juneteenth holiday pay, Employer increase to retirement contributions, seniority for promotions, use of chairs, and labor peace and neutrality.
8. The Union agrees to one of the two Health & Welfare proposals from the Employer presented on 5/12/2022, which include the same proposal made on 5/11/22 with a shared H&W contribution increase of 7% between the Employer and Employee - OR - the LFHI employees move to an Employer healthcare plan with no increase to their contributions.
9. The Union agrees to Employer proposal to rename classifications in the contract
10. The Union agrees to remove the Regular PT (currently called Prime Time in CBA) ratio and replace it with a Modified Part Time (currently called Reglar PT in CBA) ratio, which would state that no less than 30% of our part-time staff must be in the Modified Part Time status. The new Modified PT ratio would be based on Regular and Modified PT employees only, excluding Courtesy/Custodial (currently called Utility in CBA). Furthermore, The Employer shall be allowed to move employees in the Modified PT status to the Regular PT status who cannot commit to working 30 hours per week or who adjust their availability to prevent the employer from scheduling them 30 hours per week. Regular PT (currently called Prime Time in CBA) would have a work week of Mon-Sun, affording them the opportunity to work Tuesday if available.

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These proposals are offered in a good faith effort to reach negotiated agreements for our collective bargaining agreement with UFCW Local 1189. We reserve the right to add to, subtract from or modify the terms of our proposals throughout the course of negotiations. Any proposals that are withdrawn by Lund Food Holdings, Inc. during the course of negotiations shall not be introduced as evidence or have any effect in any future bargaining, grievances, or arbitration hearings. Any proposal or any withdrawal or modification of a proposal does not constitute a waiver of any of our present rights. We reserve the right to add to, modify or delete proposals at any time. Any agreement as to a specific proposal is considered to be a tentative agreement subject to final agreement between Lund Food Holdings, Inc. and the Union concerning all matters related to these negotiations.