

UNFI Cub Foods Contract Extension Proposal

June 22, 2021

The following proposal is presented for membership voting and ratification:

Extension to current contract.

New contract expiration of April 6, 2024.

Joint Labor/Management Committee.

Revised current language of Article 13.3 to be more specific:

The Employer and the Union agree to work cooperatively in future contract negotiations and in the administration of this Agreement to promote the long-term sustainability and growth of Cub Foods and its employees/Local 1189 members as part of the grocery market in the St. Paul, MN, area. To further this goal, Cub Foods and Local 1189 will form a Joint Labor Management Committee ("JLMC") to meet on a quarterly basis to discuss business and market conditions and to seek ways to work together to promote positive relations and market growth. The JLMC will include but not be limited to business and labor relations representatives of the Employer, and business agents and bargaining unit members in reasonable numbers as appointed by the Union. This language does not preclude the use of the normal grievance procedure contained in ARTICLE 15.

Health & Welfare Fund Contributions.

Employer will cover increase up to 7%. If no increase, or increase is not 7%, then Employer will pay that amount to members:

Effective April 3, 2022, the Employer will increase the Employer contribution rates by up to seven percent (7%) over the Employer contribution rates in effect immediately prior to that date if all other employers in the Plan pay the same contribution rates. If the Employer contribution rate increase is less than seven percent (7%), then the difference between the required Employer contribution increases and the actual increases required by the Plan will be paid to Employees on whose behalf contributions were made and who are still employed via a lump sum bonus every six (6) months following the date on which the increase was scheduled to go into effect. For example, a 7% increase to the 4/4/22 Full-Time contribution rate would be \$13.13 per week. If the actual increase required by the Plan was only 4% (which equals \$7.50 per week), then the difference of \$5.63 per week would be paid to the employee as a lump sum payment within the first two weeks of October 2022 (\$5.63 per week x 26 weeks = \$146.38 bonus). If there was no increase required for October 2022 through March 2023, then another lump sum bonus would be paid in the first two weeks of April 2023.

Effective April 2, 2023, the Employer will increase the Employer contribution rates by up to seven percent (7%) over the Employer contribution rates in effect immediately prior to that date if all other employers in the Plan pay the same contribution rates. If the Employer contribution rate increase is less than seven percent (7%), then the difference between the required Employer contribution increases and the actual increases required by the Plan will be paid to Employees on whose behalf contributions were made and who are still employed via a lump sum bonus every six (6) months following the date on which the increase was scheduled to go into effect, as further described in the paragraph above.

Retirement Plans.

Employer will cease contributions to pension funds and increase contributions to 401:

Effective for hours worked on and after June 13, 2021, the Employer will no longer make contributions to the Milwaukee Area Retail Food Clerks Pension Fund on behalf of any employee, and all provisions of this Agreement related to the Milwaukee Area Retail Food Clerks Pension Fund will be null and void. For hours worked prior to June 13, 2021, (i.e., prior to the Employer's cessation of contributions to the Milwaukee Area Retail Food Clerks Pension Fund), the existing contributions through 1/21 will apply. See Article 20.1.A.

Effective for hours worked on and after June 13, 2021, the Employer will no longer make contributions to the United Food & Commercial Workers International Union-Industry Pension Fund (the "National Pension Fund") on behalf of any employees, and all provisions of this Agreement related to the National Pension Fund will be null and void.

For hours worked prior to June 13, 2021 (i.e., prior to the Employer's cessation of contributions to the National Pension Fund), the following provisions in this SECTION 20.2 will apply.

The Employer will make the following contributions to the Local 1189 Defined Contribution Fund for all bargaining unit employees (except Utility/Clean Team and Prime-Time employees). For contributions set forth on an hourly basis below, contributions will be made for all hours worked; together with hours of holiday and vacation pay, up to forty (40) hours per week. Effective on and after June 13, 2021, the Employer will make both hourly contributions and monthly contributions for Full-Time Meat Employees and Part-Time Meat Employees averaging 24 or more hours worked per week (exclusive of Sunday).

Cub Contract	5/1/2019	6/13/2021	1/1/2022
Full-time Grocery	\$.10/hour	\$1.92/hour	\$1.93/hour
Regular Part-time Grocery	\$.58/hour	\$1.385/hour	\$1.39/hour
Part-Time Meat (averaging less than 24 hours worked/work week (exclusive of Sunday))	\$.80/hour	\$.80/hour	\$.80/hour
Full-Time Meat/Part-Time Meat averaging 24 or more hours worked/week (exclusive of Sunday)	\$.45/hour	\$.45/hour	\$.45 hour

Cub GOLD Contract	5/1/2019	6/13/2021	1/1/2022
Full-time Grocery	\$1.85/hour	\$1.92/hour	\$1.93/hour
Regular Part-time Grocery	\$1.35/hour	\$1.385/hour	\$1.39/hour
Part-Time Meat (averaging less than 24 hours worked/work week (exclusive of Sunday))	\$.80/hour	\$.80/hour	\$.80/hour
Full-Time Meat/Part-Time Meat averaging 24 or more hours worked/week (exclusive of Sunday)	\$.45/hour	\$.45/hour	\$.45 hour

Monthly Meat 401 Contribution

In addition to the hourly rates for Full-Time Meat Employees and Part-Time Meat Employees averaging 24 or more hours/week (exclusive of Sunday), effective on and after June 13, 2021, the Employer will contribute \$272 per month to the Local 1189 Defined Contribution Fund.

Non-Vested Cub Contract:

Eligible employees in the National Pension Fund and the Milwaukee Area Retail Clerks Pension Fund who have not vested at the time of the Employer’s withdrawal will each have a single lump sum contribution made into the Defined Contribution Fund by the Employer as follows based on years of service with the Employer. The Employer will make these contributions to the Defined Contribution Fund no later than thirty-one (31) calendar days after the date on which the plan administrator for the National Pension Fund and the Milwaukee Area Retail Clerks Pension Fund, respectively, provides the Employer with the list of National Pension Fund/Milwaukee Area Retail Clerks Pension Fund eligible employees who meet the criteria to receive this lump sum contribution. Employees with less than one year of service in the National Pension Plan/Milwaukee Area Retail Clerks Pension Fund are not eligible to receive this lump sum payment.

Former National Pension Fund Participants	1 but less than 2 years of service	2 but less than 3 years of service	3 but less than 4 years of service	4 but less than 5 years of service
Part-Time	\$600	\$1,200	\$1,800	\$2,400
Full-Time	\$1,200	\$2,400	\$3,600	\$4,800
Former Mil. Area Pension Fund Participants	1 but less than 2 years of service	2 but less than 3 years of service	3 but less than 4 years of service	4 but less than 5 years of service
Part-Time	\$300	\$600	\$900	\$1,200
Full-Time	\$600	\$1,200	\$1,800	\$2,400

Non-Vested Cub GOLD Contract:

Eligible employees in the National Pension Fund who have not vested at the time of the Employer’s withdrawal will each have a single lump sum contribution made into the Defined Contribution Fund by the Employer as follows based on years of service with the Employer. The Employer will make these contributions to the Defined Contribution Fund no later than thirty-one (31) calendar days after the date on which the plan administrator for the National Pension Fund provides the Employer with the list of National Pension Fund eligible employees who meet the criteria to receive this lump sum contribution. Employees with less than one year of service in the National Pension Plan are not eligible to receive this lump sum payment.

Group	1 but less than 2 years of service	2 but less than 3 years of service	3 but less than 4 years of service	4 but less than 5 years of service
Part-Time	\$600	\$1,200	\$1,800	\$2,400
Full-Time	\$1,200	\$2,400	\$3,600	\$4,800

Wage Increases.

See Proposed Wage Rates Appendix

Ratification Bonus Gift Cards.

If proposal is voted and ratified by June 30, 2021

\$200 Full-Time

\$100 Part-Time