

UFCW Local 1189

And

Oxendales Markets West St Paul, Randolph, and Widmer's Super Market

Tentative 2-year Agreement October 13, 2022

That expires 4/7/2024

ARTICLE 18
HEALTH CARE PLAN
TA 10/12/2022

SECTION 18.2:

Year 1	Full-Time	Part-Time
April 10, 2022	\$ 226.39 per week	\$ 85.25 per week
April 7, 2019	\$196.88 per week	\$73.48 per week
Year 2		
April 9, 2023	\$ 247.03 per week	\$ 92.98 per week
April 5, 2020	\$202.13 per week	\$75.73 per week
Year 3		
April 4, 2021	\$207.63 per week	\$78.23 per week

SECTION 19.2: DEFINED CONTRIBUTION PLAN:
TA 10/13/2022

	3/1/2018	4/7/2019	4/5/2020	4/4/2021
	4/4/2021	4/10/2022	4/9/2023	
	\$ 1.15	\$ 1.20	\$1.25	
Full-Time Grocery Employees	\$.100	\$1.05	\$1.10	\$1.15
	\$0.93	\$0.98	\$1.03	
Regular Part-Time Grocery Employees	\$.78	\$0.83	\$0.88	\$0.93
	\$0.35	\$0.40	\$0.45	
Full-Time Journeyman Head Meat Cutter	\$.20	\$0.25	\$0.30	\$0.35

Appendix "A" Wage Rates

Department Heads	4/4/2021	10/1/2022	4/9/2023	3/31/2024
Grocery Manager	\$24.00	\$26.00	\$27.00	\$28.00
All Other Managers	\$24.00	\$26.00	\$27.00	\$28.00
Head Produce	\$24.00	\$26.00	\$27.00	\$28.00
Meat Department Head	\$25.00	\$27.00	\$28.00	\$29.00
Top and Overscale Increases		\$2.00	\$1.00	\$1.00

	4/4/2021	10/1/2022	4/9/2023	3/31/2024
Full-Time Non-Dept Heads	\$18.50	\$20.50	\$21.50	\$22.50
		\$2.00	\$1.00	\$1.00

Meat Premium

Employees trained as meat-cutters will be paid no less than \$2.50 over the Full-time Non-Department head rate of pay.

Regular Part-Time	4/4/2021	10/1/2022	4/9/2023	3/31/2024
0 – 520 Hours	\$11.00	\$11.00	\$11.00	\$11.00
Next 520 hours	\$11.50	\$11.50	\$11.50	\$11.50
Next 520 Hours	\$12.00	\$12.00	\$12.00	\$12.00
Next 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	\$14.50	\$14.50	\$14.50	\$14.50
Next 520 Hours	\$15.00	\$15.00	\$15.00	\$15.00
Next 520 hours	\$15.50	\$15.50	\$15.50	\$15.50
Next 520 hours	\$16.00	\$16.00	\$16.00	\$16.00
Next 520 Hours	for New Hires After 2022 Ratification	\$16.50	\$16.50	\$16.50
Next 520 Hours	for New Hires After 2022 Ratification		\$17.00	\$17.00
Next 520 Hours	for New Hires After 2022 Ratification			\$17.75
Next 520 Hours		\$17.00	\$17.75	\$18.50
Top and Overscale Increases	\$0.50	\$1.00	\$0.75	\$0.75

Courtesy	4/4/2021	10/1/2022	4/9/2023	3/31/2024
Hire	\$11.00	\$11.00	\$11.00	\$11.00
6 Months	\$11.50	\$11.50	\$11.50	\$11.50
12 Months	\$12.00	\$13.00	\$13.75	\$14.50
Top and Overscale increases		\$1.00	\$0.75	\$0.75

Part-Time employees in-charge of the store at night and closing (one per store) shall receive an additional premium of \$2.00 per hour while performing these duties.

Retroactive Back pay to 10/1/2022 for top and overscale rates

Contract expires 4/7/2024

**New
Letter of Understanding
Health and Safety
TA 10/12/2022**

Safety and Health

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 employees' safety and store security. These guidelines shall make clear that no employee is required to take 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 or handle hazardous materials until the employee has received all relevant training.

C. Protective Equipment

- 1. The Employer shall continue to provide necessary PPE at its own cost.**
- 2. The Employer shall continue to maintain anti-fatigue mats where appropriate in the store.**

D. Safety Meetings

1. Safety 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 employees to review and provide feedback.
2. A storewide committee will be composed of one (1) union appointed bargaining unit member, one (1) Union Representative or designee, two (2) store employees and up to two (2) Employer representatives. Should the union appointed member be unable to make a committee meeting, then another union member that does not hold the role of Department Manager will participate.
3. Employees shall be paid for any time spent in safety meetings.

New
Letter of Understanding
TA 10/12/2022

The Employer agrees to seriously consider participation in a JATC Minnesota State Certified Apprenticeship Program with UFCW Local 1189 and meet and discuss with the local being a charter participant in the program.

The parties agree that if an error or omission has occurred, they will meet and correct the error or omission.

_____ / / _____	_____ / / _____
For the Employer Date	For the Union Date