

## **Union Proposals 03/18/2021**

### **VIREO – Green Goods (Minnesota Medical)**

#### **Wage increases**

Effective:

5/1/2021

\$1.20 increase to all wages and scale/progressions (and overscale)

5/1/2022

\$.60 increase to all wages and scales/ progressions (and overscale)

5/1/2023

\$.60 increase to all wages and scales/ progressions (and overscale)

#### **Health Insurance**

The Company will continue contribution to the jointly trusted health care trust fund known as the United Food and Commercial Workers Union Local 1189 and St. Paul Food Employers Health Care Plan ("Plan") on behalf of all employees at the following contribution levels:

Full-time Effective:

May 1, 2021 -- \$207.63 (Employer \$192.38 / Employee \$15.25)

May 1, 2022 -- \$215.94 (Employer \$200.66 / Employee \$15.25)

May 1, 2023 -- \$224.58 (Employer \$209.33 / Employee \$15.25)

Part-time Effective:

May 1, 2021 -- \$78.23 (Employer \$71.98 / Employee \$6.25)

May 1, 2022 -- \$81.36 (Employer \$75.11 / Employee \$6.25)

May 1, 2023 -- \$84.63 (Employer \$78.38 / Employee \$6.25)

(year 1: established fund rate, years 2&3: 4% increase each year)

#### **More opportunities for advancement**

1. Increase lead positions.
  - a) Add: Lead in Extraction/Lab Tech
  - b) Add: Leads in Retail locations (Lead for all locations with 4 or more bargaining unit employees)
  - c) Add: There will be a Lead (position) for any position performed by 4 or more bargaining unit members.

2. Additional pay for jobs requiring degrees – (additional tier or premium)  
The employer agrees to pay an additional \$2.00 premium for all jobs, positions, or classifications where bachelor's degree is listed as a preferred requirement or requirement. and an additional \$1.00 where associates degree is listed.
3. Credit for experience  
The employer will credit employees for their previous relevant and verifiable work experience. In the event any current employee was hired with experience, They will be credited with that time for the purposes of the wage progression, and progress from there.
4. Add: New jobs/positions (raw product) to Agreement.

### **Scheduling Improvements**

1. Required to work fewer weekends.
2. Set day(s) off each week – unless otherwise requested.
3. Full time 40 hours (unless requested less) worked in 5 days.
4. All employees guaranteed 2 days off each week. (additional days voluntary)

### **Length of the Agreement**

3 years

### **Discussion:**

1. **Proper equipment for the job**
2. **Improved communications with Management**
  - a. Overall, on all issues, policies, and company information.
  - b. Concerns about personal health and safety – Covid and reopening
3. **Adequate staffing to allow for breaks and to take care of patients, answer phones.**

The Union reserves the right to add to, modify, or delete these proposals.