

1. **Personal Days: Part-timers: Article 8:** Increase to three (3) personal days after three (3) years
2. **Vacation:** The Employer agrees to add a 5th week after 20 years. All vacation calculations are the same as the store and convert to the same PTO schedule as the store with the same usage under St. Paul ESST ordinance. This proposal includes removing the PTO under 1040 hours language and having 1 vacation schedule. New employees will begin accruing PTO immediately but will not have any PTO granted for use until completing 90 days of service AND employees who end employment with less than one year of service will not have any PTO time paid out.

The Employer will continue to calculate qualifying hours for PTO the same as it did vacation hours under the previous agreement and vacation overtime will continue under the **existing** practice.

PTO Accrual Chart:

Years of service	Annual PTO	Weekly Rate
between 0-1st anniversary	1 week	0.02308 per hour worked
between 1st - 7th anniversary	2 weeks	0.03846 per hour worked
between 7th - 15th anniversary	3 weeks	0.05769 per hour worked
between 15th - 19th anniversary	4 weeks	0.07692 per hour worked
beginning 19th anniversary	5 weeks	0.09615 per hour worked

3. Wages/Raises: Top/Over Scale: Printed Rates: Retroactive to 5/7/2022 (New scale Included)

1. Classification 1: Full-Time with benefits

5/8/2022	5/7/2023
\$1.00	\$.75

2. Classification 2: Part-Time

5/8/2022	5/7/2023
\$.75	\$.75

4. Health Care:

Full Time Healthcare	Current	5/7/2022	5/6/2023
Employer Contribution	\$187.63	\$206.39	\$227.03
Employer Increase		\$18.76	\$20.64

No Increase to Full-Time member contribution

5. **401K:** The Employer will make the following contributions on all hours worked up to 40 per week into the Company 401K plan. Employees employed at the time of ratification will have contributions made on their behalf on all regular hours worked retroactive back to 5/8/2022. Employees hired after ratification will begin receiving the benefit after both completing one (1) year of service and working 1000 hours in either their first full year of employment or in any single calendar year thereafter.

401K Contributions	Current	5/8/2022	5/7/2022
Full-Time	\$0.55	\$1.30/hour	\$1.80/hour
(Increase)		+\$0.75/hour	+\$0.50/hour
Part-Time	\$0.00	\$0.50/hour	\$0.85/hour
(Increase)		+\$0.50/hour	+\$0.35/hour

6. **Job Postings:**

1. **Add to the end of 6.C. Promotions:** The Employer shall post all open Full-Time positions; Internal candidates will be considered before hiring off the street.
2. **6.B. Qualifications:** In the last sentence, remove the word "equally."

7. **Bereavement Leave: Change 11.D.1. to read:**

- A. After completing the probationary period all 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, or 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.

11.D.2. Will be removed

11.D.3 and 11.D.4. Will remain

8. Term: 2 Years

New Appendix A:

Classification 1: Full-Time

Bakers/Helpers/General Duties/Cake Decorator/Pastry/Deli/Smokehouse

Full Time Scale	Current	5/8/2022	5/7/2023
Hire-1040		13.00	13.00
Next 1040	12.25	13.75	13.75
Next 1040	13.08	14.50	14.50
Next 1040	13.85	15.25	15.25
Next 1040	14.67	16.00	16.00
Next 1040	15.00	16.75	16.75
Next 1040-Only for those hired or promoted after ratification	15.77	17.50	17.50
Next 1040- Only for those hired or promoted after ratification	16.62	18.50	18.50
Next 1040- Only for those hired or promoted after ratification		19.25	19.25
Top of Scale	19.12	20.25	21.00

At ratification, those individuals in the scales will moved to the next highest pay rate and will be credited with their hours towards their next increase. Those at the top and over scale will receive the top/over increase and will be paid retroactively back to 5/8/2022. \$19.12 moves to 20.25.

Top Rates:

	Current	5/8/2022	5/7/2022
Journeymen (Baker)	20.95	21.95	22.70
Cake Decorator	20.95	21.95	22.70
Overscale Increases		1.00	.75

Classification 2: Part-Time

Packages/General Duties and Maintenance

Part Time Scale	Current	5/8/2022	5/7/2023
Hire-830	10.00	11.50	11.50
Next 830	11.00	12.25	12.25
Next 830	11.50	13.00	13.00
Next 830	12.13	13.75	13.75
Next 830 Only for employees hired after ratification	12.50	14.50	14.50
Next 830 Only for employees hired after ratification	13.00	15.00	15.00
Next 830	13.75	Go to top rate	Go to top rate
Top of Scale	15.00	15.75	16.50
Overscale Increases		.75	.75

Individuals in the scales will be credited with all hours towards their next increase.