

St. Paul Retail Union Proposals

(Corp. Cub - UNFI, Jerry's Cub, Jerry's, Jerry's County Market, Kowalski's Markets, Kowalski's Cub, Knowlan's Festival & Knowlan's Meat Dept.)

March 7, 2019

1. Maintain current health care benefits – no increase cost to members.
2. Retirement (401A) Benefits for Utility/baggers and Prime-Time at the same contribution rate as part-time employees. Increase 401A contributions for all employees. For members in the Meat pension, adjust existing contributions to (to Fund and 401) to meet new AUCRs.
3. Holiday pay for Utility/baggers and Prime-Time after 90 days (not 1 year).
4. Provide ancillary benefits for part-time employees who are not eligible for medical (including Web MD, dental, prescription discount).
5. Sick days for all employees (in addition to any vacation benefit accruals).
6. Wage increase for all (See attached).
7. Shift differential for evenings/nights (including employees who agree to work more than 3 nights per week) and overnights.
8. Premiums for additional responsibility (for non-SRS and non-dept. heads) including a premium for deli work, sub department heads (ex. floral, gm, popcorn, coffee, pricing, etc.), MODs, Asst. Dept. heads, and other lead positions.
9. Add Language for orientation (see below).
10. (Jerry's) Perishable Premium for PT and FT employees (non-dept. head) who meet the criteria.
11. 3 year agreement.

Section ____ Orientation: The Employer will allow a representative of the Union or a steward, who is on duty, fifteen (15) minutes of paid time with new employees during the Employer's scheduled orientation to reinforce the (company paid) employee benefits provided through the collective bargaining agreement (CBA) with the Union, and to review other CBA and Union matters. When this is not possible, the Union Representative will be allowed to schedule a visit when the new hire (or rehire) is on the schedule if they have not yet met with a Union Representative.

The Union reserves the right to add, modify, and/or delete any and all proposals.

Discussion:

Discussion topics will be discussed with individual Employers during break-out sessions.

UNION WAGE PROPOSAL

	<u>current</u>	4/7/2019	4/1/2020	4/1/2021
ASST. MGR. / HEAD STOCK	\$25.62	\$26.62	\$27.62	\$28.62
ALL OTHER (NON MEAT) DEPARTMENT HEADS	\$25.22	\$26.22	\$27.22	\$28.22
HEAD MEAT CUTTER	\$26.37	\$27.37	\$28.37	\$29.37
OVERSCALE DEPARTMENT HEADS				
JOURNEYMAN	\$25.70	\$26.70	\$27.70	\$28.70
WRAPPERS - HIRED BEFORE MAY 2, 1986	\$23.89	\$24.89	\$25.89	\$26.89
SENIOR RETAIL SPECIALIST EMPLOYEES	\$24.18	\$25.18	\$26.18	\$27.18
FT Universal Employees, FT Meat Wrappers, PT Meat Other-than-Journeyman				
START – 1 YEAR	\$17.23	\$18.23	\$19.23	\$20.23
1 – 2 YEARS	\$18.23	\$19.23	\$20.23	\$21.23
2 – 3 YEARS	\$19.23	\$20.23	\$21.23	\$22.23
3+ YEARS	\$21.78	\$22.78	\$23.78	\$24.78
APPRENTICES	promotion to Journeman from Universal/wrapper/OTJ			
FIRST 1040 HOURS	\$15.60	\$23.28	\$24.28	\$25.28
1041 - 2080 HOURS	\$16.45	\$23.78	\$24.78	\$25.78
2081 - 3120 HOURS	\$18.00	\$24.28	\$25.28	\$26.28
3121 - 4160 HOURS	\$20.00	\$24.78	\$25.78	\$26.78
4161+ HOURS (Journeyman)	\$25.70	\$26.70	\$27.70	\$28.70
RETAIL SPECIALIST				
0 - 1040 HOURS	\$12.75			
1041 - 2080 HOURS	\$13.25	eliminate classification		
2081 - 3120 HOURS	\$13.80	Move to universal		
3121 - 4160 HOURS	\$14.05	progress from there		
4161 - 4680 HOURS	start - 6 months	\$15.00	\$18.23	
4681 - 5200 HOURS	6 mo - 1 year	\$16.00	\$18.23	
5201+ HOURS	1 - 2 years	\$18.00	\$19.23	
	2 - 3 yrsrs		\$20.23	
	3 + years		\$22.78	
Maintenance hired/promoted before 3/9/08 will continue to recieve time and one half on Sunday.				
FT maintenance can perform Universal duties if qualified and trained to do so.				
FULL-TIME MAINTENANCE				
0 – 6 MONTHS		\$9.99	eliminate classification	
6 – 12 MONTHS		\$10.49	Move to universal	
1 – 2 YEARS		\$11.04	progress from there	
2 – 3 YEARS	START – 1 YEAR	\$12.38	\$18.23	
3 – 4 YEARS	1 – 2 YEARS	\$13.23	\$19.23	
4 – 5 YEARS	2 – 3 YEARS	\$14.08	\$20.23	
5 + YEARS	3+ YEARS	\$19.63	\$22.78	

UTILITY/BAGGERS/CLEAN TEAM			<u>current</u>	4/7/2019	4/1/2020	4/1/2021
HIRE			\$9.50			
After Prob.*			\$9.60			
6 MONTHS			\$9.70			
12 MONTHS	0 - 30days		\$9.80	\$10.75	\$12.00	\$13.00
18 MONTHS	31 days- 6 mo		\$10.60	\$11.00	\$12.50	\$13.50
	6 MONTHS			\$11.25	\$13.00	\$14.00
	12 MONTHS			\$11.50	\$13.50	\$14.50
	18 MONTHS			\$11.75	\$14.00	\$15.00
	24 MONTHS			\$12.25	\$14.50	\$15.50

Utility/baggers/Clean Team employees who are promoted to part-time will be moved to the nearest higher wage rate.

REGULAR PART-TIME AND PRIME TIME			<u>current</u>	4/7/2019	4/1/2020	4/1/2021
0-520 HOURS	STEP 1		\$9.95			
NEXT 520 HOURS	STEP 2	0 - 30 days	\$11.10	\$11.50	\$12.50	\$13.50
NEXT 520 HOURS	STEP 3	STEP 2	\$11.50	\$12.00	\$13.00	\$14.00
NEXT 520 HOURS	STEP 4	STEP 3	\$12.25	\$12.50	\$13.50	\$14.50
NEXT 520 HOURS		STEP 4		\$13.00	\$14.00	\$15.00
NEXT 520 HOURS	STEP 5	STEP 5	\$13.00	\$13.50	\$14.50	\$15.50
NEXT 520 HOURS	STEP 6	STEP 6	\$13.50	\$14.00	\$15.00	\$16.00
NEXT 520 HOURS	STEP 7	STEP 7	\$14.00	\$14.50	\$15.50	\$16.50
NEXT 520 HOURS	STEP 8	STEP 8	\$14.50	\$15.00	\$16.00	\$17.00
top rate	top rate	top rate	\$15.50	\$16.00	\$17.00	\$18.00

Employees in grandfathered pt scales will be placed at the appropriate rate based on the number of hours remaining until they reach top of scale

OVERSCALE full-time	\$1.00	\$1.00	\$1.00
OVERSCALE part-time	\$0.50	\$1.00	\$1.00

All employees will be paid no less than .50 above minimum wage

Cub UNFI

REGULAR PART-TIME AND PRIME TIME			<u>current</u>	4/7/2019	4/1/2020	4/1/2021
0-520 HOURS	STEP 1		\$11.00			
NEXT 520 HOURS	STEP 2	30-days	\$11.25	\$11.50	\$12.50	\$13.50
NEXT 520 HOURS	STEP 3	STEP 2	\$11.50	\$12.00	\$13.00	\$14.00
NEXT 520 HOURS	STEP 4	STEP 3	\$12.00	\$12.50	\$13.50	\$14.50
NEXT 520 HOURS	STEP 5	STEP 4	\$12.50	\$13.00	\$14.00	\$15.00
NEXT 520 HOURS	STEP 6	STEP 5	\$13.00	\$13.50	\$14.50	\$15.50
NEXT 520 HOURS	STEP 7	STEP 6	\$13.50	\$14.00	\$15.00	\$16.00
NEXT 520 HOURS	STEP 8	STEP 7	\$14.00	\$14.50	\$15.50	\$16.50
NEXT 520 HOURS	STEP 9	STEP 8	\$14.50	\$15.00	\$16.00	\$17.00
top rate	STEP 10	top rate	\$15.50	\$16.00	\$17.00	\$18.00

All Employees
(except meat cutters and department heads)

COUNTY MARKET

WI start 520 hours			\$9.00			
MN Start 520 hours			\$9.60			
next 1040	hours		\$10.00	4/7/2019	4/1/2020	4/1/2021
next 520	start 520	start 520	\$10.50	\$11.00	\$12.00	\$13.00
next 520	next 520	next 520	\$11.25	\$11.75	\$12.75	\$13.75
next 1040	next 1040	next 1040	\$12.00	\$12.50	\$13.50	\$14.50
next 1040	next 1040	next 1040	\$12.50	\$13.00	\$14.00	\$15.00
		next 1040	\$13.25	\$13.75	\$14.75	\$15.75
next 2080	next 2080	next 1040	\$13.25	\$14.50	\$15.50	\$16.50
next 1040	next 1040	next 1040	\$14.75	\$15.25	\$16.25	\$17.25
next 1040	next 1040	next 1040	\$15.25	\$15.75	\$16.75	\$17.75
next 1040	next 1040	next 1040	\$16.00	\$16.50	\$17.50	\$18.50
next 1040	next 1040	next 1040	\$17.00	\$17.50	\$18.50	\$19.50
top of scale		top of scale	\$19.55	\$20.05	\$21.05	\$22.05
overscale		overscale		\$0.50	\$1.00	\$1.00

Journeyman will be paid the same rate as St Paul CBA

JOURNEYMAN	\$25.70	\$26.70	\$27.70	\$28.70
Apprentices				
FIRST 1040 HOURS	\$15.00	\$23.28	\$24.28	\$25.28
1041 - 2080 HOURS	\$16.00	\$23.78	\$24.78	\$25.78
2081 - 3120 HOURS	\$17.50	\$24.28	\$25.28	\$26.28
3121 - 4160 HOURS	\$19.00	\$24.78	\$25.78	\$26.78
4161+ HOURS	\$25.70	\$26.70	\$27.70	\$28.70
Overscale		\$1.00	\$1.00	\$1.00

Assistant department heads, Manager on duty and lead pricing and bookkeeping, will be paid at their regular rate of pay plus ~~two dollars and sixty cents (\$2.60)~~ **three dollars and ten cents \$3.10** per hour for all hours worked up to forty (40) per week. Effective 10/2/2016 Assistant Meat Managers at the Journeyman rate will not receive the additional premium outlined above.

Nationally Certified Pharmacy Techs will be paid at their regular rate of pay plus a seventy-five cents (\$.75) per hour premium for all hours worked up to forty (40) per week.

Employees who have completed the employers training and certification program will be paid their regular rate of pay plus an additional ~~two dollars and fifty cents (\$2.50)~~ **three dollars \$3.00** per hour for all hours they are assigned to cut

<u>Department Heads</u>	<u>Previous</u>	<u>4/7/2019</u>	<u>4/1/2020</u>	<u>4/1/2021</u>
Meat Manager	\$27.25	\$28.25	\$29.25	\$30.25
Produce Manager	\$26.25	\$27.25	\$28.25	\$29.25
Grocery Manager	\$26.25	\$27.25	\$28.25	\$29.25
Dy/Frozen Manager	\$26.25	\$27.25	\$28.25	\$29.25
Deli. Manager	\$26.25	\$27.25	\$28.25	\$29.25
Customer Service Mgr.	\$26.25	\$27.25	\$28.25	\$29.25
Overscale		\$1.00	\$1.00	\$1.00

PRIME TIME PART-TIME hired after ratification (8/4/2016)

Year 1	\$10.00
Year 2	\$10.50
Year 3	\$11.00
Year 4	\$12.00
Year 5	\$13.60

Prime Time Part Time employees will move to the next higher wage rate on the "all employees" scale and progress from there.

OVERSCALE INCREASES