

Jerry's Minneapolis Retail Meat and Grocery Contract (last edit 1/29/2018 @ 4:00p)
Economic Union proposals made to Employer
January 30, 2018 @ 10:30am

1. Wage increases for:
 - all top and above scale rates for full time and part time employees
 - every step of every progression in the contract for full time and part time employees
 - If any federal, state, city, county or other minimum or living wage rate increases to an amount equal to or above any of this Agreement's wage rates, those rates will increase by **[INSERT]** cents above the new minimum or living wage rate. All other rates will rise by an amount equal to the percentage increase of the Agreement's lowest wage rate.

The union will provide comprehensive wage scales/schedules and top and above scale increases.

2. Employer shall cover the “true cost” of H&W for all Full time and all Modified Part time employees for the term of the contract.
3. The employer will provide all regular, Group 3 and Courtesy part time employees with Ancillary benefits, to include: Dental, Vision, and Life and AD&D.
4. Pension: The employer agrees to meet the funding improvement plan (FIP) requirements set forth by the Minneapolis Retail Meat Cutters and Food Handlers Pension Fund Board of Trustees or agree to the Pension solution bargained by Super Valu and other employers.
5. All Department Heads shall be classified as “Traditional” full time for all intents and purposes of the contract.
 - Any department head who is demoted or chooses to step down will maintain “Traditional” full time status.
6. A shift differential of \$2.00 per hour for all employees working between 10:00PM and 6:00AM.

7. Up to 1 week per anniversary year of unused accrued vacation time may be cashed out.
8. Breaks: if an employee misses their break, then the worker gets paid extra time
9. Term of contract: 3 years
10. The Union reserves the right to add, delete, amend, alter or otherwise change its proposals during the course of negotiations. The Union also reserves the right to make counterproposals to the employer's proposals.
11. RX Proposals
 - Increase certification premium
 - Premium pay for certified techs that are trained and perform health screenings, blood tests, glucose, etc.
 - Establish pharmacy technician wage scale