

Kowalski's Minneapolis Retail Meat and Grocery Contract (last edit 1/9/2018 @ 4:15p)
Economic Union proposals made to Employer
January 10, 2018

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. All employees that the employer is currently making contributions for in the employer 401-k plan will, effective upon ratification of the contract, transition into the “New” UFCW local 653 multi-employer 401-AK plan.
5. 5% increase across the board on Multi-employer 401-AK contribution rates for all employees, which includes:
 - Full time: Traditional, Classified, and Retail Specialist
 - Part time: Modified, Regular, Group 3, and Maintenance / Courtesy
6. The employer will begin making \$1.00 per hour contributions into the Multi-employer 401-AK plan on behalf of all Group 3 and Maintenance / Courtesy employees.

7. 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.
8. A shift differential of \$2.00 per hour for all employees working between 10:00PM and 6:00AM.
9. Up to 1 week per anniversary year of unused accrued vacation time may be cashed out.
10. Breaks: if an employee misses their break, then the worker gets paid extra time
11. Term of contract: 3 years
12. 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.