

UFCW LOCAL 653 HIGHLIGHTS OF TENTATIVE AGREEMENT WITH KOWALSKI'S MARKETS
Effective dates: March 4, 2018 – March 7, 2021



Increased the wages and conditions of FULL TIME positions

- Top of scale and above scale FT workers will all receive raises: \$0.50 in Year 1, \$0.50 in Year 2, \$0.50 in Year 3
- For those who accrue 3 weeks vacation or more - up to 1 week per year of vacation time may be cashed out
- In a holiday week, FT employees can choose to work 40 hours in addition to receiving pay for the holiday

Improved the wages and quality of PART TIME positions

- Above scale PT workers will all receive raises: \$0.25 in Year 1, \$0.25 in Year 2, \$0.25 in Year 3
- Higher wage scale for PT and Group 3 (effective 9/2/18) – now \$10 - \$15.25 (up from \$9.60 - \$14.25)
 - Workers will slot into next highest rate in the new wage scale and receive a raise every 6 months
- All PT and Group 3 workers will now receive:
 - 6 paid national holidays (effective March 6, 2019)
 - 3 weeks of paid vacation after 8 years
 - Paid bereavement and jury duty leave
- Sun is part of the workweek and PT can work up to 39.9 hours over 5 days in a work week
- For those who accrue 3 weeks vacation or more - up to 1 week per year of vacation time may be cashed out
- NEW: Modified PT meat cutter trainee - 12 month program, paid \$17.50 during training, and will become Classified Assistant upon successful completion

Secured Employer commitment to pay the increased true cost of the health and welfare plan

WEEKLY HEALTH & WELFARE COST

	3/5/2017 - 3/3/2018	3/4/2018 - 3/3/2019			3/4/2019 - 2/29/2020			3/1/2020 - 3/6/2021		
Contract Classification	TOTAL Cost	TOTAL Cost	Worker cost	Employer cost	TOTAL Cost	Worker cost	Employer cost	TOTAL Cost	Worker cost	Employer cost
Full time	\$210.65	\$237.20	\$20.00	\$217.20	\$254.48	\$25.00	\$229.48	\$273.26	\$25.00	\$248.26
Part time: Modified	\$116.89	\$118.99	\$5.00	\$113.99	\$127.76	\$10.00	\$117.76	\$137.32	\$10.00	\$127.32

WORKER & EMPLOYER HOURLY INCREASE IN COST PER YEAR OF THE CONTRACT

		3/4/2018 - 3/3/2019		3/4/2019 - 2/29/2020		3/1/2020 - 3/6/2021	
Contract Classification	Avg hrs per wk used for costing	WORKER per Hr Increase	EMPLOYER per Hr Increase	WORKER per Hr Increase	EMPLOYER per Hr Increase	WORKER per Hr Increase	EMPLOYER per Hr Increase
Full time	40	\$0.25	\$0.41	\$0.13	\$0.31	\$0.00	\$0.47
Part time: Modified	39	\$0.00	\$0.05	\$0.13	\$0.10	\$0.00	\$0.25

Maintained Employer Paid Retirement Contribution Amounts – Hourly contributions to 401(k) below:

All FT		PT Modified		PT Regular	
DOE before 3/6/2016	\$3.235	all workers	\$1.35	DOE before 3/6/2016	
DOE before 3/6/2016: 25-30 YOS & under 62 (until 30 and out reached or eliminated)	\$4.00			(if currently receiving retirement contributions)	
DOE after 3/6/2016	\$1.85			\$1.35	

Improved treatment in the workplace and worker protections

- NEW – In case of suspension or termination, the Employer must notify Union
- NEW – Respect and dignity in the workplace
- NEW – Bereavement leave for domestic partners
- NEW – Victim, Witness, and Domestic Abuse leave
- NEW – Student seniority
- NEW – Automation language to secure training, transfer, or severance pay in case of technological changes
- IMPROVED – non-discrimination in the workplace

NEW PT & GROUP 3 WAGE SCALE FOR UFCW LOCAL 653 MEMBERS AT KOWALSKI'S

Part Time Food Handlers and Part Time Pharmacy Employees

	Years	Effective 9/2/2018	Effective 3/3/2019	Effective 3/1/2020
Step 1	0-1	\$10.00	\$10.00	\$10.00
Step 2	1	\$10.25	\$10.25	\$10.25
Step 3	1.5	\$10.50	\$10.50	\$10.50
Step 4	2	\$10.75	\$10.75	\$10.75
Step 5	2.5	\$11.00	\$11.00	\$11.00
Step 6	3	\$11.25	\$11.25	\$11.25
Step 7	3.5	\$11.50	\$11.50	\$11.50
Step 8	4	\$11.75	\$11.75	\$11.75
Step 9	4.5	\$12.00	\$12.00	\$12.00
Step 10	5	\$12.25	\$12.25	\$12.25
Step 11	5.5	\$12.75	\$12.75	\$12.75
Step 12	6	\$13.25	\$13.25	\$13.25
Step 13	6.5	\$14.25	\$14.25	\$14.25
Step 14	7	\$14.50	\$14.50	\$14.50
Step 15	7.5	\$14.75	\$14.75	\$14.75
Step 16	8	\$15.00	\$15.00	\$15.00
Step 17	9	\$15.25	\$15.25	\$15.25

Note: Workers slot into the next highest wage and progress from there.

For example:

A part time worker currently at \$14.25 would slot into \$14.50 on Sept 2, 2018 and receive a raise every 6 months through the steps.

Employees who are above scale will receive the following increases:

March 4, 2018	\$0.25
March 3, 2019	\$0.25
March 1, 2020	\$0.25

Provided further that Food Handlers and Pharmacy Employees in stores outside of Minneapolis shall receive not less than ten cents (\$0.10) above federal, state, city or county minimum wage, whichever is higher, during the term of this agreement.

Carryout and Maintenance Part Time

Provided further that Courtesy employees and Custodial employees shall receive not less than twenty cents (\$0.20) above federal, state, city or county minimum wage, whichever is higher, during the term of this agreement.

**Remember: Your Union contract guarantees minimum wages and benefits at Kowalski's.
Management can always choose to give anyone more.**

**If you have questions, please contact your Union representative, Jim Schommer,
at (612) 965-4308 or jims@ufcw653.org.**

