

2016 Retail Grocery Proposals

1. Eliminate the “Group 3 Classification”
All existing Group 3 employees will become “Regular” part-time employees in regards to this agreement.

2. For the purpose of this agreement, there will be three (3) classifications of part-time employees:
 - Modified part-time
 - Regular part-time
 - Carry out/Maintenance part-time

3. Employer to make H&W contributions on all part-time vacation weeks.
(pg. 26, paragraph I)

4. All Department Heads to be classified as “Traditional” full-time.

5. Full-time employees shall have “preferential” scheduling in selecting a weekly schedule.

6. Increase break time from 15 to 20 minutes (pg. 7, section 2.7).

7. Change: Full-time Waiver:

Employees hired or scheduled for vacation relief purposes and working thirty-two (32) hours or more per week from May 1 through Labor Day and/or November 1 through January 1 shall not have payments made on their behalf as required for those employees averaging thirty-two (32) hours or more per week. Such relief employees are guaranteed a minimum of forty (40) hours of work per week for eight (8) weeks during the May 1 through Labor Day, and for four (4) weeks during the November 1 through January 1 period. Such employees will be paid the appropriate full-time hourly wage rate but there will be no full-time H&W and Pension contributions made on behalf of such employees.

8. Add to Article 18, Union Market Card:

“The employer shall display such Union store cards and decals in conspicuous areas accessible to the public in each establishment covered by this agreement.”

9. New: Store Security:

“The employer will establish and publish a written policy setting out its guidelines for employee safety and store security. These guidelines shall make clear and no employee is required to take any action in response to theft or security incidents which may endanger the safety of the employees.”

10. New: S.P.U.R. (Special Project Union Representative)

The Employer agrees that it will provide a leave of absence for a period of

time, not to exceed one (1) year, for an employee requested by the union to assist the UFCW International or Local 653 for temporary work as a union representative. The union will provide a two (2) week minimum notice to the Employer. It is understood that the union would make any contributions necessary to continue the employee's participation in H&W and Pension programs as provided by the agreement during this leave of absence. The Employer would provide this leave without loss of seniority.

11. New: To follow 1.4 Probationary Period:

Conflicting Agreements: No employee shall be asked or permitted to make any written or verbal agreement that will conflict with this agreement.

12. H&W Full-time and Modified Part-time:

The Minneapolis Retail Meat Cutters and Food Handlers H&W Trust Fund, Trust Fund Trustees, and the JLMC have established a "true cost" of H&W benefits for both full-time and Modified part-time employees. The employer shall pay the "true cost" of H&W on all full-time employees and all current modified part-time.

13. Modified part-time shall make up a minimum of 50% of the total part-time workforce including carry out and maintenance. Any employer currently with more than 50% can only achieve 50% through store closing, normal attrition or a combination of both.

14. H&W Regular part-time, Carry out/Maintenance part-time:

The Minneapolis Retail Meat Cutters and Food Handlers H&W Trust Fund, Trust Fund Trustees, and the JLMC have established a "true cost" of a H&W ancillary / "wrap" coverage, (Optical, Dental) for Regular part-time and

carry out/Maintenance part-time.

For the life of this agreement the employer shall make the “true cost” payment for ancillary / “wrap” benefits on behalf of all Regular part-time, and carry out/Maintenance part-time employees in an attempt to attract and retain good workers, and improve the opportunities for the union to organize nonunion competition.

15. Pension:

The employer will continue to make Pension contributions on all Full-time, Modified, and Regular Part-time employees for the life of this agreement.

Effective 3/6/2016 in an effort to improve Pension funding, retention of good workers, and Union organizing, the Employers will begin to make Part-time Pension Contributions on carry out/Maintenance part-time employees.

16. All employees to receive 15% discount card good at the store they work at.

17. Wages: Increases all employees, all classifications.

18. Certified Pharmacy Technicians:

Require one traditional full-time tech in each pharmacy that fills 1100 RX per week.

19. 3 year agreement

20. Article 9 Bereavement: Add stepchildren

A maximum of four (4) days of leave with pay in the event of a death of a spouse, parent, child and stepchild.

21. Article 23 Shelf Stocking: Additional Language

As a condition of this article, the employer agrees for the duration of the collective bargaining agreement that there shall be no lay off or reduction of hours of any full-time employee, or for the top 24% part-time employees. If such an employee is laid off or suffers a reduction in hours during this agreement, the employer will lose its right to operate under the terms of the shelf stocking language.

22. The Union reserves the right to add to, delete from, or modify at any time during the bargaining process.