

*These proposals are offered in a good faith effort to reach negotiated successor contracts to our respective collective bargaining agreements with UFCW Local 653. Each employer is bargaining with the other industry employers as a matter of convenience only and reserves the right to separately add to, subtract from or modify the terms of these proposals throughout the course of negotiations, regardless of the positions taken by other employers. Each employer also reserves the right to withdraw from this convenience bargaining at any time. Any proposals that are withdrawn by any Employer during the course of negotiations shall not be introduced as evidence or have any effect in any future bargaining, grievances, or arbitration hearings. A Employer proposal or any withdrawal or modification of a proposal does not constitute a waiver of any of its present rights. We reserve the right to add to, modify or delete proposals at any time. Any agreement as to a specific proposal is considered to be a tentative agreement subject to final agreement between us and the Union concerning all matters related to these negotiations.*

**MINNEAPOLIS GROCERY RETAILERS & UFCW UNION DISTRICT LOCAL 653  
2016 CONTRACT NEGOTIATIONS**

**Employer Proposals**

**January 27, 2016**

**Proposal #1:** **Pension:** Cost effective permanent Retirement Plan solution that ensures long-term viability of retirement benefits for employees and long-term success of employers.

**Proposal #2:** **Contract duration:** One year contract through March 4, 2017

**Proposal #3:** **Health & Welfare:**

1. Add employee healthcare contributions
2. Eliminate the requirement to pay a FT H&W payment for those PT working 32 hours or more

**Proposal #4:** Revise ratios for FT/PT and Retail Specialists

**Proposal #5:** Limit the number of weeks of vacation that may be earned for Full-time and Retail Specialists employees to a maximum of four (4) weeks of vacation after sixteen (16) years.

Grandfather employees that have earned 5 weeks of vacation as of date of ratification of contract

**Proposal #6:** No limit on the number of Group 3 employees

**Proposal #7:** Eliminate any requirement that employers hire full-time employees from within the bargaining unit; permit employers to hire full-time employees from outside the bargaining unit and/or from within the bargaining unit irrespective of seniority at its discretion (i.e., eliminate inside/outside pick language).

**Proposal #8:** Change Thanksgiving and Easter staffing language to first take volunteers and then assign by reverse seniority if additional workers are needed

**Proposal #9:** Part-time employees may cut meat and seafood after completing a certification program.

**Proposal #10:** Revise Wage Progressions