



Updated Summary of Employer Proposals

UNFI, L&B, Jerry's, Kowalski's, Knowlan's Festival, Haug's, Radermacher's

HEALTHCARE

Employers insist on forcing a change to a 90%/10% split on healthcare and will not use the weekly true cost to fully fund the benefit

- Right now workers pay flat rates, going to a % means your cost of **healthcare could automatically go up** each year in following contracts as the price of healthcare goes up
- Not paying weekly true cost can lead to underfunding of our healthcare - this happened before 10 years ago and could **lead to future benefit cuts**, including part-timers losing healthcare

WAGES

Inflation is 3% in 2025 and 4% in 2026

Cost of living in Hennepin County for 2 working adults, 2 kids - estimated to need:

2026 = \$0.96; 2027 = \$0.75; 2028 = \$0.78

- FT = mostly \$1.00/hr each year (minor differences between employers)
 - PT Top of Scale (TOS) = \$0.65-\$0.70 per year
 - Courtesy TOS (Festival & L&B only employers with this classification) = \$0.50 per year
 - Part-Time in progression (not TOS) progress every 6 months
 - Typically ~\$1.25/year increase (\$0.50 and \$0.75 every 6 months)
 - L&B is the exception = only \$0.25 every 6 months
- Wage scale rates do NOT keep up with the raises
- Employer proposals will NOT increase the starting / lowest PT wages (except Jerry's)

PART TIME MINIMUM HOURS

Employers willing to increase PT minimum hours from 15 to 18 hours, but said it will be "cost neutral" because they will not increase the overall hours

- PT will get a few more hours, but employers will schedule and hire fewer people. **This will not fix the problem of stores operating on skeleton crews.**

PENSION

We moved the employers to put more \$ into the pension, but there is no guaranteed floor on contributions.

- At UNFI, lower VAP accrual for those hired before 2019
- Not having a guaranteed floor means that as employers pay for less work weeks (which happens when less workers are scheduled) we still do not have security for the Legacy Pension

FORCED STORE TRANSFERS

We are close to getting some protections for forced store transfers with UNFI, Jerry's and L&B, but we still need to get additional details nailed down.

Updated Company Specific Zoom Meetings



	Monday	Tuesday	Wednesday
	4/14	4/15	4/16
9:00 AM	UNFI Cub	Knowlan's Festival	L&B
10:30 AM	Kowalski's	Haug's / Radermacher's Cub	Jerry's
6:00 PM	UNFI Cub	Knowlan's Festival	L&B
7:30 PM	Kowalski's	Haug's / Radermacher's Cub	Jerry's

Understand the repercussions of choices made today on your ability to maintain your current standard of living and healthcare into the future. What members decide this week will drive our bargaining committee's decisions.