



Highlights of Tentative Agreement for 2 Year Contract with Lunds & Byerlys Effective March 5, 2023

Union Bargaining Committee

Michael Butler, Navarre
Dael Fesler, Eagan
Daniel Humphrey, Richfield
Charles Mullen, Nokomis
Thomas Steffel, Burnsville

Baylie Carlson, Hwy 7
Jayson Gallagher, Hennepin
Rosemary Luoma, St Louis Park
Martin Odian, Edina
Nick Stute, Burnsville

Sarah Dike, Maple Grove
Twig Haney, Uptown
Sarah Maceda, Eagan
Michael Pam, Golden Valley
Matt Vortherms, Chanhassen

Keith Farr, Bloomington
Tim Hesteness, Hwy 7
Brittany McDaniel, Hennepin
Jesslynn Phillips, Richfield
Kevin Walsh, Prior Lake

Rena Wong, President
Doug Rigert, Union Rep
Jess Alexander, Organizer
Lauren Booth, SPUR

Michael LaCoste, Organizing Director
Paul Swanson, Union Rep
Veronica Orellana, Organizer
Marakah Mancini de León, Digital Organizer

Jessica Hayssen, Communications Director
Chelsa Nelson-Preble, Metro Field Director
Emma Ruddock, Organizer
Rebecca Chang, Exec Asst to Pres & Organizer

The goals for the Union bargaining committee were based on members' contract surveys, zoom proposal meetings and member meetings from June - Dec 2022. Top member priorities for negotiations included:

- Improve wages for all full-time, part-time and courtesy and custodial classifications
- Pay equity
- Maintain affordable health & welfare benefits
- Add worker protections for safety and well-being

Increase Wages for All Classifications over 2 Years

Wage increases for all employees, with improved wage scales for all classifications

- Department managers will receive \$4.50
- Head Meat Cutter and FT at top or above scales will receive \$4.00
- All PT before ratification will receive \$3.00, after ratification will receive \$2.00
- All Courtesy and Custodial with 5+ years of service before ratification will receive \$3.00, after ratification or less than 5 years of service will receive \$2.00

Health & Welfare Benefits - Employees will not have to pay weekly contributions for 2 years

Lunds & Byerlys agreed to Union's proposal to cover the increased costs of Health & Welfare and will use redirected Health & Welfare funds to cover employees' weekly contributions for two years.

	Current 2022 TOTAL	Employer contribution	Employee contribution	March 2023 TOTAL	Employer contribution	Employee contribution	March 2024 TOTAL	Employer contribution	Employee contribution
FT	\$273.26	\$253.26	\$20.00	\$269.83	\$269.83	\$0.00	\$287.82	\$287.82	\$0.00
Mod PT	\$137.32	\$127.32	\$10.00	\$158.32	\$158.32	\$0.00	\$168.84	\$168.84	\$0.00
Ancillary	\$7.74	\$6.74	\$1.00	\$6.58	\$6.58	\$0.00	\$6.76	\$6.76	\$0.00

Make All Full-time and Part-time Jobs Better

- Pay Equity: joint labor management committee to set parameters and implement the first phase of pay equity adjustments by October 1, 2023 for impacted employees with at least 5 years of service.
- \$1 per hour shift differential for PT Supervisors on the Front End and Online Shopping
- Full-time waiver increased from \$21.50 to \$24.00. If an employee exceeds the maximum of 1,200 hours, the employee will become a Classified Assistant.
- Any department head who is demoted or steps down will revert to the classification they held prior to becoming a department head.
- Increased Bereavement leave.
- L&B will pay the weekly health and welfare payment for modified part-time employees with two or more years of service when they use vacation. (Before this contract, it was only for those with five or more years of service.)

Worker Protections for Safety and Well-being

New safety committee and structure includes workers, representatives of management and Union representatives to identify, discuss and find solutions to improve the well-being of members and store security.

- For example, members have raised parking lot and lighting issues. This committee could decide to work together to identify hazards store by store, get input from members, and then make a plan to have escorts available, find closer parking for employees, go to city council or other local government to lobby for help, etc.