

**LUND FOOD HOLDINGS, INC. PROPOSALS**  
**UFCW LOCAL 663 RETAIL CONTRACT NEGOTIATION**

PRESENTED 05/01/2025

**TOTAL & COMPREHENSIVE OFFER**

*These proposals are offered in a good faith effort to reach negotiated agreements for our collective bargaining agreement with UFCW Local 663. We reserve the right to add to, subtract from or modify the terms of our proposals throughout the course of negotiations. Any proposals that are withdrawn by Lund Food Holdings, Inc. during the course of negotiations shall not be introduced as evidence or have any effect in any future bargaining, grievances, or arbitration hearings. Any proposal or any withdrawal or modification of a proposal does not constitute a waiver of any of our 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 Lund Food Holdings, Inc. and the Union concerning all matters related to these negotiations.*

This total and comprehensive package proposal is conditioned upon a prompt and peaceful settlement and must be accepted in its entirety. The Employer reserves the right to revoke this offer in its entirety in the event it is not recommended in its entirety or as the result of any economic action initiated against the Employer by the Union. All other employer proposals are conditionally withdrawn as part of this package, although the Employer reserves the right to revert to prior positions if this offer is not accepted. All UFCW 663 proposals not included in this document are rejected by the Employer.

#	CBA Location	Proposed Change(s)
1	<b>Article 2; Section 2.5.E Waiver of Minimum Hours</b>	<p><b>Replace language with the following:</b></p> <p>The minimum hours expressed in paragraphs (A), (B) and/or (C) above shall not apply if the employee makes a written request approved by the Employer to be regularly scheduled for fewer hours. Any such approved written request shall remain valid until the employee or Employer revokes or requests to change it, which must be with two (2) weeks' written notice. Upon a change or either party revoking the agreement, the employee must provide updated and suitable availability to allow the Employer to schedule the respective minimum hours for their classification. All approved requests shall be maintained by the Employer at their store and be available to the Union upon request. Any employee who is working under such an approved written request shall not be counted for purposes of the ratio language expressed in Section 17.2(l).</p>
2	<b>Article 4 Paid Time Off</b>	<p><b>Modify existing language in Section 4.1 as follows:</b></p> <ul style="list-style-type: none"> <li>Merge the Courtesy &amp; Custodial accrual tier for employees between 0-1<sup>st</sup> anniversary and 1<sup>st</sup>-3<sup>rd</sup> anniversary with a new accrual for employees between 0-3<sup>rd</sup> anniversary, which would provide up to two weeks of paid time off benefits (capped at 80 hours) at an hourly rate of 0.03846 per hour worked.</li> </ul> <p><b>Modify existing language in Section 4.3 as follows:</b></p> <p><b>Calculating PTO Grants:</b> All hours worked shall be considered for purposes of calculating PTO grants. Any employee that separates employment with the company prior to completing one (1) year of service shall forfeit any granted PTO that has not been used prior to their last day of employment.</p> <p><b>Replace all language in Section 4.7 with the following:</b></p> <p>All employees may use PTO for a purpose protected by the Minnesota Earned Sick and Safe Time ("ESST") law and may do so:</p> <ol style="list-style-type: none"> <li>with notice of up to seven days in advance when the need to use the leave is foreseeable or as soon as practicable if the need is unforeseeable;</li> <li>in increments no smaller than 15 minutes; and</li> <li>if using more than three consecutive scheduled workdays, only if the employee provides reasonable documentation.</li> </ol> <p>The Employer, at its discretion, may set policies for administration of PTO as long as they do not conflict with the Minnesota ESST law or the terms of this Agreement.</p>
3	<b>Article 5; Section 5.3 Article 5; Section 5.2 Article 2; Section 2.5A PT Hours Worked</b>	<p>SECTION 2.5A: Eliminate reference of maximum of 31.9 hours Monday-Saturday for modified part-time. Replace with a maximum of 39.9 hours over the course of their defined work week. Eliminated reference to Sunday hours being excluded.</p> <p>SECTION 5.2: Strike this section. Minimum and maximum hours by classification are noted in Section 2.5.</p>

**LUND FOOD HOLDINGS, INC. PROPOSALS**  
**UFCW LOCAL 663 RETAIL CONTRACT NEGOTIATION**

PRESENTED 05/01/2025

**TOTAL & COMPREHENSIVE OFFER**

*These proposals are offered in a good faith effort to reach negotiated agreements for our collective bargaining agreement with UFCW Local 663. We reserve the right to add to, subtract from or modify the terms of our proposals throughout the course of negotiations. Any proposals that are withdrawn by Lund Food Holdings, Inc. during the course of negotiations shall not be introduced as evidence or have any effect in any future bargaining, grievances, or arbitration hearings. Any proposal or any withdrawal or modification of a proposal does not constitute a waiver of any of our 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 Lund Food Holdings, Inc. and the Union concerning all matters related to these negotiations.*

		SECTION 5.3: Eliminate this section.
4	<b>Article 5; Section 5.5 Department Manager Replacement</b>	<p><b>Replace language with the following:</b></p> <p>Any time a department manager is scheduled to work less than 5 days in their designated work week, excluding weeks of a designated holiday, a replacement will be identified and assigned on the schedule to fill in as department manager. In this instance, the employee assigned to fill in as a department manager will receive department manager pay for each shift replacing a department manager. The employer agrees to not use a floating department manager position to replace a department head.</p>
6	<b>Article 11 Leaves of Absence</b>	<p>Union agrees to be limited to one (1) employee per store at any one time combined between Union Leave &amp; SPUR Leave as well as giving the Employer a minimum of two (2) weeks' notice for Union Leave requests and maintaining current notice in CBA for SPUR Leave.</p> <p><b>Relocate Section 4.9 to Article 11 classifying it as Section 11.12.</b> No language changes are being proposed.</p>
8	<b>Article 15 Health &amp; Welfare</b>	<p><b>Refer to APPENDIX: Health &amp; Welfare</b></p> <p><b>Refer to APPENDIX: Temporary HRA Contributions</b></p>
9	<b>Article 16 Arbitration</b>  <b>UNION 5 – PROPOSAL 13</b>	<p><b>Replace Section 16 in its entirety with the following:</b></p> <p><b>Section 16.1:</b> Any complaint to be processed under this Agreement must be registered within ten (10) calendar days after the date of the alleged violation by either party to this Agreement except that a complaint as to the payment or nonpayment of the applicable wage rate must be registered within ninety (90) calendar days after the date of the alleged violation. The applicable wage rate means the minimum contract wage rates, overtime rates, and rates for PTO, holiday, jury pay, and bereavement pay.</p> <p><b>Section 16.2:</b> Any controversy arising over the interpretation of or adherence to the terms and provisions of this Agreement shall be settled by negotiations between a designated representative of the Union and the Employer. Any controversy which cannot be so settled promptly may be referred to Arbitration. The Federal Mediation and Conciliation Service shall be called upon to furnish a panel of seven (7) arbitrators, all of whom are members of the National Academy of Arbitrators, from which the arbitrator will be selected. The panel of seven (7) arbitrators furnished by the Federal Mediation and Conciliation Service will be from its master panel of arbitrators who have experience in grievance arbitration in the private sector. The decision of the arbitrator shall be final and binding on all parties concerned.</p> <p>If FMCS fails to provide a panel within thirty (30) days of request, the parties will use the American Arbitration Association (AAA) on the same terms set forth above.</p> <p><b>Section 16.3:</b> The expense of the arbitrator shall be divided equally between the Employer and the Union.</p> <p><b>Section 16.4:</b> There shall be no strike or lockout during the life of this Agreement, except in the case of failure of either party to pursue the arbitration procedure within the time limits specified in Section 16.5 for each step or in case of failure to abide by an arbitration award.</p>

**LUND FOOD HOLDINGS, INC. PROPOSALS**  
**UFCW LOCAL 663 RETAIL CONTRACT NEGOTIATION**

PRESENTED 05/01/2025

**TOTAL & COMPREHENSIVE OFFER**

*These proposals are offered in a good faith effort to reach negotiated agreements for our collective bargaining agreement with UFCW Local 663. We reserve the right to add to, subtract from or modify the terms of our proposals throughout the course of negotiations. Any proposals that are withdrawn by Lund Food Holdings, Inc. during the course of negotiations shall not be introduced as evidence or have any effect in any future bargaining, grievances, or arbitration hearings. Any proposal or any withdrawal or modification of a proposal does not constitute a waiver of any of our 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 Lund Food Holdings, Inc. and the Union concerning all matters related to these negotiations.*

		<p><b>Section 16.5:</b> Failure to comply with the time limits set forth in Steps A, B, and C below, will result in an automatic decision in award by default in favor of the other party except in cases of extension of time mutually agreed upon. The steps to be followed are as follows:</p> <ul style="list-style-type: none"> <li>A. The complaint must be registered in writing within the specified time limits of the particular type of grievance.</li> <li>B. If the complaint is not satisfactorily resolved, either party may request arbitration and request a panel from FMCS or AAA within the next twenty-one (21) day period, or within twenty-one (21) days from mediation, if the parties agree to mediation.</li> <li>C. The arbitration hearing shall be held within a reasonable time.</li> </ul> <p>In each of the above steps, the days referred to are working days.</p>
10	<p><b>Article 17; Section 17.2.H Seniority - Department Head Classification</b></p>	<p><b>Modify language pertaining to Department Head Pay and Designation as follows:</b></p> <p>The Employer may designate Department Heads consistent with the following provisions: There shall be no fewer than four (4) Department Heads per store in the Food Handler departments. <del>An Employer who wishes to establish additional Department Head positions must first maintain and fill each of the six (6) Department Head positions specified by title in Appendix C of this Agreement on page 49 before it may fill any of the optional Department Head positions as provided below. Each Employer will have the option to designate a total of up to nine (9) Department Head positions in each store. However, no Employer shall be obligated to create or fill any additional Department Head positions by reason of these provisions.</del> Each Employer may designate what positions or jobs will be recognized as additional Department Head positions for itself, recognizing <del>that the additional positions so designated it may vary from one company to another and from store to store within each company.</del></p> <p>If the Employer chooses to designate an existing leadership position occupied by a bargaining unit employee as one of its additional Department Head positions, the incumbent employee will be promoted to Department Head status and remain in that position, subject to the provisions for demotion set forth below. <del>Each Employer shall provide the local Union with two (2) weeks advance notice of its intention to designate a position as one of the additional or optional Department Head positions. This provision for such notice does not reflect any requirement of Union approval, but rather will ensure that the Union is aware of the Employer's actions and may identify any employee concerns which might arise.</del></p> <p>Department Heads selected from the jurisdiction of this <del>area</del> Agreement shall accumulate seniority while in the classification of Department Head and shall be retained in that position by the Employer irrespective of seniority. Department Heads selected from outside the jurisdiction of this <del>area</del> Agreement shall be entitled to only such seniority as is acquired in accordance with their length of service in case of layoff or rehire.</p> <p>Employees designated as Department Heads will continue in that capacity except that such Department Heads may be demoted by the Employer at any time with two (2) weeks' notice. An employee may step down with two (2) weeks' written notice. Department Head seniority shall be forfeited due to a break in service in the position of Department Head or store closure.</p> <p>If a Classified Assistant is promoted to a Department Head position, Sunday shall remain part of their workweek.</p>

**LUND FOOD HOLDINGS, INC. PROPOSALS**  
**UFCW LOCAL 663 RETAIL CONTRACT NEGOTIATION**

PRESENTED 05/01/2025

**TOTAL & COMPREHENSIVE OFFER**

*These proposals are offered in a good faith effort to reach negotiated agreements for our collective bargaining agreement with UFCW Local 663. We reserve the right to add to, subtract from or modify the terms of our proposals throughout the course of negotiations. Any proposals that are withdrawn by Lund Food Holdings, Inc. during the course of negotiations shall not be introduced as evidence or have any effect in any future bargaining, grievances, or arbitration hearings. Any proposal or any withdrawal or modification of a proposal does not constitute a waiver of any of our 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 Lund Food Holdings, Inc. and the Union concerning all matters related to these negotiations.*

		Any Department Head who is demoted or chooses to step down will revert to the classification they held prior to becoming a Department Head. Any Department Head who is demoted or chooses to step down, who has not previously held a full-time classification or a part-time classification, will revert to Classified Assistant.
11	<b>Article 25: Subcontracting</b>	<b>Replace Section 25 in its entirety with the following:</b> The Employer shall be allowed to subcontract any existing or new operation of its business provided no existing employee covered under this agreement will suffer a reduction in hours as a result. The Employer will notify the Union at least 30 days in advance of its intent to subcontract any aspect of its operation that falls within the jurisdiction of the local union.
12	<b>New Article - Article 29 Management Rights</b> reclassify all subsequent articles	<b>Add the following language:</b> The Employer's right to manage is retained and preserved except as abridged or modified by the language of this agreement. Management shall bargain with the Union regarding the impact and effects of the exercise of its rights on employees' terms and conditions of employment, if such effects have not been addressed in this Agreement.
14	<b>Appendix B Appendix C Appendix D Wage Scales</b>	<p><b>Refer to Employer Proposal APPENDIX: WAGE PROGRESSIONS</b></p> <p>If ratified May 8-9, wage increases would be effective Monday, May 5, 2025.</p> <p>Supervisors classified as part-time and assigned to the Front-End or Online Shopping shall receive \$1.50 per hour shift differential for each hour worked in a supervisory position.</p> <p><b>Add the following language for City, State, or Federal Minimum Wage and Other Wage Increases:</b> Any unscheduled wage increases received in the twelve (12) months prior to any scheduled wage progression may be credited against the scheduled wage progression increase. If an employee has received more than the scheduled progression in unscheduled wage rate adjustments during the prior twelve (12) months, it shall be at the Employer's discretion whether that employee will receive the scheduled wage progression. In the event the minimum wage is increased, the parties agree that no employee shall receive both a minimum wage increase and a scheduled wage progression in any calendar year. An employee shall receive only the greater of either a scheduled wage progression or the combined value of a minimum wage increase and wage decompression increase, if applicable. When there is an increase in the minimum wage, the wage rate for all employees shall be raised to the new minimum wage. The employer may apply greater hourly wage increases at its discretion to address wage compression.</p>
15	<b>Letters of Agreement</b>	<p><b>Renew Letter of Agreement covering Online Shopping as it reads below:</b></p> <p>UFCW Local 663 and Lund Food Holdings, Inc. agree that the company may operate an Online Shopping / eCommerce department in select stores within the UFCW Local 663 jurisdiction. The existing Collective Bargaining Agreement effective March 3, 2025, will remain in full force, with the following clarifications:</p> <ol style="list-style-type: none"> <li>1. Online Supervisors and Online Shoppers will be bargaining unit members and will be chosen by the Company. They will be paid according to the wage scales in Appendix C, with the Company determining staffing needs. Product selection and order packaging within the store will be considered bargaining unit work.</li> </ol>

**LUND FOOD HOLDINGS, INC. PROPOSALS**  
**UFCW LOCAL 663 RETAIL CONTRACT NEGOTIATION**

PRESENTED 05/01/2025

**TOTAL & COMPREHENSIVE OFFER**

*These proposals are offered in a good faith effort to reach negotiated agreements for our collective bargaining agreement with UFCW Local 663. We reserve the right to add to, subtract from or modify the terms of our proposals throughout the course of negotiations. Any proposals that are withdrawn by Lund Food Holdings, Inc. during the course of negotiations shall not be introduced as evidence or have any effect in any future bargaining, grievances, or arbitration hearings. Any proposal or any withdrawal or modification of a proposal does not constitute a waiver of any of our 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 Lund Food Holdings, Inc. and the Union concerning all matters related to these negotiations.*

		<p>2. Additional Duties for Online Supervisors and Online Shoppers include other bargaining unit tasks, such as stocking, displaying, and cashiering, when business needs allow. Online employees in the bargaining unit will follow the seniority provisions outlined for their respective classification in the labor agreement.</p> <p>3. The company may employ Delivery Drivers, who will be outside the bargaining unit, with staffing levels based on business needs. Loading and unloading customer orders will not be considered bargaining unit work.</p> <p>4. The company may use third-party vendors for delivery services, including order selection. These vendors will operate outside the bargaining unit. However, third-party order shopping will not reduce bargaining unit members' hours or positions.</p> <p>All terms and conditions will be subject to renegotiation upon the expiration of this agreement.</p>
16	<p><b>Article 4</b>  <b>Paid Time Off</b>  <b>Carryover Limit</b></p> <p><b>UNION 5 – PROPOSAL 16</b></p>	<p>Starting the first Monday in January 2028, The Employer may limit future carryover of PTO to two- and one-half times (2.5x) their annual accrual. For those that have PTO banks in excess of two and one half times (2.5x) their annual accrual, the Employer may offer the option through the term of the agreement for the employees to take excess PTO or receive such excess in pay (inclusive of all associated benefits). The Employer will schedule employees off (if needed) to ensure no loss of benefits.</p>
17	<p><b>Term of Agreement</b></p> <p><b>UNION 5 – PROPOSAL 2</b></p>	<p><b>3 year contract term:</b></p> <ul style="list-style-type: none"> <li>• March 3, 2025 to March 1, 2026</li> <li>• March 2, 2026 to February 28, 2027</li> <li>• March 1, 2027 to March 5, 2028</li> </ul>
18	<p><b>Minimum Scheduled Hours for Part-time</b></p> <p><b>UNION 5 – PROPOSAL 5</b></p>	<p>Employer will agree to raise minimum hours for part-time (excluding courtesy/custodial) to 18 hours per week beginning the first Monday of June 2026.</p>
19	<p><b>Discharge</b></p> <p><b>UNION 5 - PROPOSAL 11</b></p>	<p><b>Replace Article 6: Discharge in its entirety with the following:</b></p> <p>No employee shall be discharged without just cause. Dishonesty, gross inefficiency, theft, harassment, possession of a firearm in the store, threatening or engaging in violence, vandalism, insubordination, or serious safety violations, will be considered as causes for dismissal without progressive discipline. Being under the influence of alcohol or illegal controlled substances (drugs) while at work will be considered as causes for dismissal without progressive discipline to the extent permitted by law, however, upon certification of rehabilitation will be reinstated.</p> <p>The Employer agrees that in cases of suspension or discharge of an Employee, if requested by the Employee, a Shop Steward or Union Representative will be permitted to attend administration of the discipline.</p> <p>Employees shall be allowed to include their own written accounts and rebuttals to all Employer-generated documents in their personnel file.</p> <p>Employees shall be paid for scheduled time lost during investigatory suspensions.</p>

**LUND FOOD HOLDINGS, INC. PROPOSALS**  
**UFCW LOCAL 663 RETAIL CONTRACT NEGOTIATION**

PRESENTED 05/01/2025

**TOTAL & COMPREHENSIVE OFFER**

*These proposals are offered in a good faith effort to reach negotiated agreements for our collective bargaining agreement with UFCW Local 663. We reserve the right to add to, subtract from or modify the terms of our proposals throughout the course of negotiations. Any proposals that are withdrawn by Lund Food Holdings, Inc. during the course of negotiations shall not be introduced as evidence or have any effect in any future bargaining, grievances, or arbitration hearings. Any proposal or any withdrawal or modification of a proposal does not constitute a waiver of any of our 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 Lund Food Holdings, Inc. and the Union concerning all matters related to these negotiations.*

		An employee who terminates employment after one (1) or more years of continuous employment shall receive their accrued PTO pay unless they committed an offense that warranted discharge without progressive discipline as noted in Article 6.
<b>20</b>	<b>Store Transfers</b>  <b>UNION PROPOSAL 10</b>	<p>New language pertaining to store transfers:</p> <ul style="list-style-type: none"> <li>A. The Employer agrees to give an employee two (2) weeks' notice of an Employer-initiated transfer, except in the case of an emergency. Temporary transfers may occur without notice in the event of an emergency arising in the business.</li> <li>B. The Employer will not transfer an employee as a means of discipline.</li> <li>C. The Employer shall consider the circumstances of the affected employee in making the transfer decision.</li> <li>D. If a Part-Time or Courtesy/Custodial employee is transferred by the Employer, they shall retain their accumulated experience for the purpose of acquiring and retaining seniority. Part-Time or Courtesy/Custodial employees can only be transferred by mutual agreement.</li> <li>E. Full-time employees may request transfers to a store closer to their home. Requests will be considered based on the following criteria: store staffing needs, store full-time staff balancing, potential openings and employee's experience and skill sets.</li> </ul>
<b>21</b>	<b>Job Duties – Courtesy &amp; Custodial</b>	<p>The job duty of “facing” product shall be restored for the Courtesy and Custodial job duties and written as such in Section 5.10. Any award pertaining to the arbitration decision relating to courtesy/custodial “facing” will be void and the matter shall be considered settled.</p> <p>Refer to the additional wages being offered to all part-time food handlers and courtesy/custodial which are being made in conjunction to this new proposal.</p>
<b>22</b>	<b>Prior Disputes</b>	Upon ratification, all grievances (excluding discipline and discharge grievances) and/or unfair labor practice charges filed by the Union prior to the date of ratification will be withdrawn or dismissed with prejudice; and, it is agreed that no new grievance (excluding discipline and discharge grievances) or ULP(s) related to conduct occurring before the date of ratification will be filed. In all such withdrawn or dismissed cases, the parties will bear their own attorneys' fees and costs.



**LUND FOOD HOLDINGS, INC. PROPOSALS**  
**UFCW LOCAL 663 RETAIL CONTRACT NEGOTIATION**

PRESENTED 05/01/2025

**TOTAL & COMPREHENSIVE OFFER**

*These proposals are offered in a good faith effort to reach negotiated agreements for our collective bargaining agreement with UFCW Local 663. We reserve the right to add to, subtract from or modify the terms of our proposals throughout the course of negotiations. Any proposals that are withdrawn by Lund Food Holdings, Inc. during the course of negotiations shall not be introduced as evidence or have any effect in any future bargaining, grievances, or arbitration hearings. Any proposal or any withdrawal or modification of a proposal does not constitute a waiver of any of our 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 Lund Food Holdings, Inc. and the Union concerning all matters related to these negotiations.*

**APPENDIX: WAGES**

	YEAR 1	YEAR 2	YEAR 3	CBA TERM INC %
	Effective Monday Prior to Ratification	Effective March 2, 2026	Effective March 1, 2027	
	Dollars (\$)	Dollars (\$)	Dollars (\$)	
<b>TOP / OVERSCALE INCREASES</b>				
Full-time: Head Meat Cutter <i>(only for hires/promotions before March 3, 2025)</i>	\$1.00	\$1.00	\$1.00	8.51%
Full-time: Meat & Seafood Journeyman	\$1.00	\$1.00	\$1.00	9.23%
Full-time: Meat & Seafood Service Employee	\$1.00	\$1.00	\$1.00	9.64%
Full-time: Department Head	\$1.00	\$1.00	\$1.00	8.66%
Full-time: FT Food Handler	\$1.00	\$1.00	\$1.00	9.64%
Full-time: Classified Assistant	\$1.00	\$1.00	\$1.00	10.30%
Part-time: Modified & Regular	\$0.75	\$0.75	\$0.75	10.71%
Part-time: Courtesy & Custodial	\$0.75	\$0.75	\$0.75	13.24%

**APPENDIX B: Minimum Meat Rates**

	CURRENT	Effective Monday Prior to Ratification
Head Meat Cutter <i>(only for hires/promotions before March 3, 2025)</i>	\$35.24	\$35.24
Journeyman	\$32.50	\$32.50

Existing Head Meat Cutters will receive the top / overscale increase for full-time classifications

Service Employee	CURRENT	Effective Monday Prior to Ratification
Grade 4	\$31.13	\$31.13
Grade 3	\$21.00	\$21.00
Grade 2	\$19.50	\$19.50
Grade 1	\$17.50	\$17.50

All employees in a full-time classification in Appendix B that were hired or promoted before March 3, 2025 will progress to the next highest grade in the wage scale effective the Monday immediately prior to ratification. Subsequently, these same employees will progress one grade in the wage scale the first Monday of March starting in March 2026 for the term of this agreement.

All employees in a full-time classification in Appendix B that were hired or promoted on/after March 3, 2025 will progress one grade in the wage scale the first Monday of March starting in March 2026 for the term of this agreement.

**LUND FOOD HOLDINGS, INC. PROPOSALS**  
**UFCW LOCAL 663 RETAIL CONTRACT NEGOTIATION**

PRESENTED 05/01/2025

**TOTAL & COMPREHENSIVE OFFER**

*These proposals are offered in a good faith effort to reach negotiated agreements for our collective bargaining agreement with UFCW Local 663. We reserve the right to add to, subtract from or modify the terms of our proposals throughout the course of negotiations. Any proposals that are withdrawn by Lund Food Holdings, Inc. during the course of negotiations shall not be introduced as evidence or have any effect in any future bargaining, grievances, or arbitration hearings. Any proposal or any withdrawal or modification of a proposal does not constitute a waiver of any of our 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 Lund Food Holdings, Inc. and the Union concerning all matters related to these negotiations.*

**APPENDIX C: Minimum Grocery Rates**

<b>Department Head</b>		<b>CURRENT</b>	<b>Effective Monday Prior to Ratification</b>
Grade	3	\$34.63	\$34.63
Grade	2 (only for hires/promotions on/after March 3, 2025)	-	\$33.88
Grade	1 (only for hires/promotions on/after March 3, 2025)	-	\$33.13

  

<b>Full-Time Food Handlers</b>		<b>CURRENT</b>	<b>Effective Monday Prior to Ratification</b>
Grade	3	\$31.13	\$31.13
Grade	2	\$26.50	\$26.50
Grade	1	\$25.00	\$25.00

  

<b>Classified Assistant</b>		<b>CURRENT</b>	<b>Effective Monday Prior to Ratification</b>
Grade	9	\$29.13	\$29.13
Grade	8 (only for hires/promotions on/after March 3, 2025)	-	\$28.25
Grade	7 (only for hires/promotions on/after March 3, 2025)	-	\$27.25
Grade	6 (only for hires/promotions after 2023 contract ratification)	\$26.25	\$26.25
Grade	5 (only for hires/promotions after 2023 contract ratification)	\$24.50	\$24.50
Grade	4 (only for hires/promotions after 2023 contract ratification)	\$23.50	\$23.50
Grade	3 (only for hires/promotions after 2023 contract ratification)	\$22.50	\$22.50
Grade	2	\$21.50	\$21.50
Grade	1	\$20.50	\$20.50

All employees in a full-time classification in Appendix C that were hired or promoted before March 3, 2025 will progress to the next highest grade in the wage scale effective the Monday immediately prior to ratification. Subsequently, these same employees will progress one grade in the wage scale the first Monday of March starting in March 2026 for the term of this agreement.

All employees in a full-time classification in Appendix C that were hired or promoted on/after March 3, 2025 will progress one grade in the wage scale the first Monday of March starting in March 2026 for the term of this agreement.

Former FT Maintenance - Sunday remains outside the work week - will follow the Classified Assistant wage scale

Former FT Meat Helper - Sunday remains outside the work week - will follow the FT Food Handler wage scale



**LUND FOOD HOLDINGS, INC. PROPOSALS**  
**UFCW LOCAL 663 RETAIL CONTRACT NEGOTIATION**

PRESENTED 05/01/2025

**TOTAL & COMPREHENSIVE OFFER**

*These proposals are offered in a good faith effort to reach negotiated agreements for our collective bargaining agreement with UFCW Local 663. We reserve the right to add to, subtract from or modify the terms of our proposals throughout the course of negotiations. Any proposals that are withdrawn by Lund Food Holdings, Inc. during the course of negotiations shall not be introduced as evidence or have any effect in any future bargaining, grievances, or arbitration hearings. Any proposal or any withdrawal or modification of a proposal does not constitute a waiver of any of our 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 Lund Food Holdings, Inc. and the Union concerning all matters related to these negotiations.*

<b>Part-Time Food Handlers</b>		<b>CURRENT</b>	<b>Effective Monday Prior to Ratification</b>
Grade 29		\$21.00	\$21.00
Grade 28		\$20.75	\$20.75
Grade 27		\$20.50	\$20.50
Grade 26		\$20.25	\$20.25
Grade 25		\$20.00	\$20.00
Grade 24		\$19.75	\$19.75
Grade 23		\$19.50	\$19.50
Grade 22		\$19.25	\$19.25
Grade 21		\$19.00	\$19.00
Grade 20		\$18.75	\$18.75
Grade 19		\$18.50	\$18.50
Grade 18		\$18.25	\$18.25
Grade 17		\$18.00	\$18.00
Grade 16		\$17.75	\$17.75
Grade 15		\$17.50	\$17.50
Grade 14		\$17.25	\$17.25
Grade 13		\$17.00	\$17.00
Grade 12		\$16.75	\$16.75
Grade 11		\$16.50	\$16.50
Grade 10		\$16.25	\$16.25
Grade 9		\$16.00	\$16.00
Grade 8		\$15.75	\$15.75
Grade 7		\$15.50	\$15.50
Grade 6		\$15.25	\$15.25
Grade 5		\$15.00	\$15.00
Grade 4		\$14.75	\$14.75
Grade 3		\$14.50	\$14.50
Grade 2		\$14.25	\$14.25
Grade 1		\$14.00	\$14.00

Part-time Food Handlers Hired or Promoted Before March 3, 2025 will progress three grades (\$0.75) in the wage scale effective the Monday immediately prior to ratification. Subsequently, these same employees will progress three grades (\$0.75) in the wage scale the first Monday of March for the term of this agreement.

Part-time Food Handlers Hired or Promoted On/After March 3, 2025 will progress two grades (\$0.50) in the wage scale the first Monday of March starting in March 2026 for the term of this agreement.

Supervisors classified as part-time and who are assigned to the Front-End or Online Shopping shall receive \$1.50 per hour shift differential for each hour worked in a supervisory position.

**LUND FOOD HOLDINGS, INC. PROPOSALS**  
**UFCW LOCAL 663 RETAIL CONTRACT NEGOTIATION**

PRESENTED 05/01/2025

**TOTAL & COMPREHENSIVE OFFER**

*These proposals are offered in a good faith effort to reach negotiated agreements for our collective bargaining agreement with UFCW Local 663. We reserve the right to add to, subtract from or modify the terms of our proposals throughout the course of negotiations. Any proposals that are withdrawn by Lund Food Holdings, Inc. during the course of negotiations shall not be introduced as evidence or have any effect in any future bargaining, grievances, or arbitration hearings. Any proposal or any withdrawal or modification of a proposal does not constitute a waiver of any of our 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 Lund Food Holdings, Inc. and the Union concerning all matters related to these negotiations.*

Courtesy and Custodial		CURRENT	Effective Monday Prior to Ratification
Grade 21		\$17.00	\$17.00
Grade 20		\$16.75	\$16.75
Grade 19		\$16.50	\$16.50
Grade 18		\$16.25	\$16.25
Grade 17		\$16.00	\$16.00
Grade 16		\$15.75	\$15.75
Grade 15		\$15.50	\$15.50
Grade 14		\$15.25	\$15.25
Grade 13		\$15.00	\$15.00
Grade 12		\$14.75	\$14.75
Grade 11		\$14.50	\$14.50
Grade 10		\$14.25	\$14.25
Grade 9		\$14.00	\$14.00
Grade 8		\$13.75	\$13.75
Grade 7		\$13.50	\$13.50
Grade 6		\$13.25	\$13.25
Grade 5		\$13.00	\$13.00
Grade 4		\$12.75	\$12.75
Grade 3		\$12.50	\$12.50
Grade 2		\$12.25	\$12.25
Grade 1		\$12.00	\$12.00

Courtesy & Custodial Hired Before March 3, 2025 will progress three grades (\$0.75) in the wage scale effective the Monday immediately prior to ratification. Subsequently, these same employees will progress three grades (\$0.75) in the wage scale the first Monday of March for the term of this agreement.

Courtesy & Custodial Hired On/After March 3, 2025 will progress two grades (\$0.50) in the wage scale the first Monday of March starting in March 2026 for the term of this agreement.

*These proposals are offered in a good faith effort to reach negotiated agreements for our collective bargaining agreement with UFCW Local 663. We reserve the right to add to, subtract from or modify the terms of our proposals throughout the course of negotiations. Any proposals that are withdrawn by Lund Food Holdings, Inc. during the course of negotiations shall not be introduced as evidence or have any effect in any future bargaining, grievances, or arbitration hearings. Any proposal or any withdrawal or modification of a proposal does not constitute a waiver of any of our 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 Lund Food Holdings, Inc. and the Union concerning all matters related to these negotiations.*

## **APPENDIX: HEALTH & WELFARE**

---

### Article 15: Health and Welfare (Eliminate current language)

- A. **Health & Welfare Fund:** The Minneapolis Retail Meat Cutters and Food Handlers Health and Welfare Fund (the “Fund”) is jointly administered by Union Trustees and Employer Trustees. The Employer is bound by the existing Trust Agreement covering the Fund and any amendments thereto to the extent they do not conflict with this Agreement. The Employer agrees to pay into the Fund contributions on behalf of any employee who meets the eligibility criteria outlined below. The benefit plans are as agreed upon by the Employer Trustees and Union Trustees and will remain in effect for the life of the Agreement except as may be modified by agreement of a majority of the Board of Trustees, which shall not conflict with the eligibility terms of this Agreement.
- B. **Benefit Commencement:** Benefit commencement shall remain as it was during the 2023-2025 agreement through December 31, 2025. Effective January 1, 2026, newly eligible employees that elect coverage specified in Article 15(D) under the Minneapolis Retail Meat Cutters and Food Handlers (MRMC) Health and Welfare Plan (the “H&W Plan”) shall have coverage commence the first day of the calendar month following the calendar month the Fund receives contributions on the employee’s behalf.
- C. **Benefit Elections:** The H&W Plan Administrator shall administer the benefit election process directly with employees for newly eligible employees, open enrollment, and qualified mid-year election changes. Newly eligible employees shall have 30 days to make their benefit elections from the date they begin employment in an eligible classification.
- D. **Benefit Coverage Options:**
- Full-time employees are eligible to elect one of the following tiers of coverage: Single, Single and Spouse, Single and Child(ren), Family, or Ancillary.
  - Through December 31, 2025, modified part-time employees are eligible to elect one of the following tiers of coverage: Single or Single and Child(ren). Employees who wish to purchase Single and Child(ren) coverage will be required to contribute the difference in premiums between Single and Single and Child(ren) coverage with the Employer’s contribution capped at the Employer’s portion of the Single coverage rate.
  - Starting January 1, 2026, modified part-time employees are eligible to elect any tier of coverage. Employees who wish to purchase coverage other than Single will be required to contribute the difference in premiums between Single and the tier of coverage that they elect, with the Employer’s contribution capped at the Employer’s portion of the Single coverage rate.
  - All other part-time employees (including courtesy and custodial employees) are eligible to elect Ancillary benefits (e.g., Doctor on Demand, Dental, Vision, Life, and AD&D) that provide single coverage for themselves.
- E. **Open Enrollment:** Pursuant to the H&W Plan rules, eligible employees will annually have the opportunity to elect or change coverage under the H&W Plan effective the following January 1. Should an eligible employee elect or change coverage during the annual open enrollment period, the Employer must begin contributions in December,

**LUND FOOD HOLDINGS, INC. PROPOSALS**  
**UFCW LOCAL 663 RETAIL CONTRACT NEGOTIATION**

PRESENTED 05/01/2025

**TOTAL & COMPREHENSIVE OFFER**

*These proposals are offered in a good faith effort to reach negotiated agreements for our collective bargaining agreement with UFCW Local 663. We reserve the right to add to, subtract from or modify the terms of our proposals throughout the course of negotiations. Any proposals that are withdrawn by Lund Food Holdings, Inc. during the course of negotiations shall not be introduced as evidence or have any effect in any future bargaining, grievances, or arbitration hearings. Any proposal or any withdrawal or modification of a proposal does not constitute a waiver of any of our 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 Lund Food Holdings, Inc. and the Union concerning all matters related to these negotiations.*

so long as the employee had actual hours worked in November, for coverage to begin January 1. Employees who are already enrolled and do not need to modify their coverage election in the H&W Plan do not need to take any action during the annual open enrollment period to continue their existing coverage. Open enrollment for Health & Welfare and Ancillary benefits will occur annually. The H&W Plan Administrator shall notify the Employer of all new or changed benefit elections no later than October 15. The Employer shall cooperate with the Fund Office in providing the Fund Office with eligible employee information to allow for enrollment to be conducted by the Fund Office during periods of open enrollment and as employees become eligible for coverage during the year.

- F. **Qualifying Life Event:** Pursuant to the H&W Plan rules, eligible employees will have the opportunity to elect or change coverage under the H&W Plan should they experience a qualifying life event in accordance with applicable law.
- G. **Benefit Contributions:** The Employer agrees to contribute to the Fund as it did during the 2023-2025 agreement through December 31, 2025, but at the employer and employee rates set forth below. Effective January 1, 2026, the Employer agrees to contribute to the Fund for employees electing coverage on the basis of employee classification as follows:
- Full-time employees for each week the employee actually worked, was on FMLA, or received compensation required by this Agreement for paid time off (PTO), bereavement leave, jury duty, or holidays; with contributions commencing in the first full week of the first month following the month the employee was hired or moved into that classification.
  - Modified part-time employees for each week the employee actually worked, was on FMLA, or received compensation required by this Agreement for paid time off (PTO), bereavement leave, jury duty, or holidays; with contributions commencing in the first full week of the first month following the month the employee was hired or moved into that classification.
  - All other part-time (including courtesy and custodial employees) for each week the employee actually worked, was on FMLA, or received compensation required by this Agreement for paid time off (PTO), bereavement leave, jury duty, or holidays; with contributions commencing the first full week of the second month following the month the employee was hired or moved into that classification.
  - The Employer may, at its option, begin contributing to the Fund earlier than required so as to provide coverage sooner than as prescribed above.

**Weekly Health & Welfare benefit contribution rates are as follows:**

Effective first reporting period following ratification	Employer Cost	Employee Cost	Total Benefit Cost	Employer %	Employee %
FT	\$267.82	\$20.00	\$287.82	93.05%	6.95%
Modified PT – Single Only	\$158.84	\$10.00	\$168.84	94.08%	5.92%
Ancillary	\$5.76	\$1.00	\$6.76	85.20%	14.80%

**LUND FOOD HOLDINGS, INC. PROPOSALS**  
**UFCW LOCAL 663 RETAIL CONTRACT NEGOTIATION**

PRESENTED 05/01/2025

**TOTAL & COMPREHENSIVE OFFER**

*These proposals are offered in a good faith effort to reach negotiated agreements for our collective bargaining agreement with UFCW Local 663. We reserve the right to add to, subtract from or modify the terms of our proposals throughout the course of negotiations. Any proposals that are withdrawn by Lund Food Holdings, Inc. during the course of negotiations shall not be introduced as evidence or have any effect in any future bargaining, grievances, or arbitration hearings. Any proposal or any withdrawal or modification of a proposal does not constitute a waiver of any of our 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 Lund Food Holdings, Inc. and the Union concerning all matters related to these negotiations.*

<b>Effective 1/1/2026</b>	<b>Employer Cost</b>	<b>Employee Cost</b>	<b>Total Benefit Cost</b>	<b>Employer %</b>	<b>Employee %</b>
FT – Single	\$148.73	\$16.53	\$165.26	90.00%	10.00%
FT – Single + Spouse	\$304.91	\$33.88	\$338.79	90.00%	10.00%
FT – Single + Children	\$297.47	\$33.05	\$330.52	90.00%	10.00%
FT – Family	\$513.13	\$57.02	\$570.15	90.00%	10.00%
Modified PT – Single	\$148.73	\$16.53	\$165.26	90.00%	10.00%
Modified PT – Single + Spouse	\$148.73	\$190.06	\$338.79	-	-
Modified PT – Single + Children	\$148.73	\$181.79	\$330.52	-	-
Modified PT – Family	\$148.73	\$421.42	\$570.15	-	-
All FT and PT - Ancillary	\$6.70	\$0.75	\$7.45	90.00%	10.00%

<b>Effective 1/1/2027</b>	<b>Employer Cost</b>	<b>Employee Cost</b>	<b>Total Benefit Cost</b>	<b>Employer %</b>	<b>Employee %</b>
FT – Single	\$148.73	\$16.53	\$165.26	90.00%	10.00%
FT – Single + Spouse	\$304.91	\$33.88	\$338.79	90.00%	10.00%
FT – Single + Children	\$297.47	\$33.05	\$330.52	90.00%	10.00%
FT – Family	\$513.13	\$57.02	\$570.15	90.00%	10.00%
Modified PT – Single	\$148.73	\$16.53	\$165.26	90.00%	10.00%
Modified PT – Single + Spouse	\$148.73	\$190.06	\$338.79	-	-
Modified PT – Single + Children	\$148.73	\$181.79	\$330.52	-	-
Modified PT – Family	\$148.73	\$421.42	\$570.15	-	-
All FT and PT - Ancillary	\$6.70	\$0.75	\$7.45	90.00%	10.00%

<b>Effective 1/1/2028</b>	<b>Employer Cost</b>	<b>Employee Cost</b>	<b>Total Benefit Cost</b>	<b>Employer %</b>	<b>Employee %</b>
FT – Single	\$148.73	\$16.53	\$165.26	90.00%	10.00%
FT – Single + Spouse	\$304.91	\$33.88	\$338.79	90.00%	10.00%
FT – Single + Children	\$297.47	\$33.05	\$330.52	90.00%	10.00%
FT – Family	\$513.13	\$57.02	\$570.15	90.00%	10.00%
Modified PT – Single	\$148.73	\$16.53	\$165.26	90.00%	10.00%
Modified PT – Single + Spouse	\$148.73	\$190.06	\$338.79	-	-
Modified PT – Single + Children	\$148.73	\$181.79	\$330.52	-	-
Modified PT – Family	\$148.73	\$421.42	\$570.15	-	-
All FT and PT - Ancillary	\$6.70	\$0.75	\$7.45	90.00%	10.00%

**LUND FOOD HOLDINGS, INC. PROPOSALS**  
**UFCW LOCAL 663 RETAIL CONTRACT NEGOTIATION**

PRESENTED 05/01/2025

**TOTAL & COMPREHENSIVE OFFER**

*These proposals are offered in a good faith effort to reach negotiated agreements for our collective bargaining agreement with UFCW Local 663. We reserve the right to add to, subtract from or modify the terms of our proposals throughout the course of negotiations. Any proposals that are withdrawn by Lund Food Holdings, Inc. during the course of negotiations shall not be introduced as evidence or have any effect in any future bargaining, grievances, or arbitration hearings. Any proposal or any withdrawal or modification of a proposal does not constitute a waiver of any of our 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 Lund Food Holdings, Inc. and the Union concerning all matters related to these negotiations.*

A pre-tax plan for employee contributions will be implemented by the Employer. If an employee at any time ceases to allow the Company to deduct the employee's share of the Fund contributions the Company will no longer be required to make contributions to the Fund on the employee's behalf. The Employer and employee will not have to pay contributions into the Fund should the employee not elect benefit coverage.

The Employer shall not be responsible for any additional benefit costs for the term of this Agreement.

- H. **Termination of Contribution at Employment Separation:** Upon end of employment, regardless of reason (e.g. retirement, layoff, termination), the final contribution remitted to the Fund on the former employee's behalf shall be in the calendar month following the month in which the employee last incurred actual hours worked, not to include any paid time off benefit payouts.
- I. **Remittance:** The Employer will remit contributions to the Fund each month on the date specified by the H&W Plan Administrator. The Employer will collect the Employee contribution for each week an employer contribution is due if the Employee was given a paycheck for the payroll period with sufficient net earnings to pay the Employee contribution. If the Employer did not issue a paycheck to the employee or the employee's paycheck does not have sufficient net earnings to pay the employee contribution, then the employee is responsible for remitting the employee contribution directly to the Fund.



*These proposals are offered in a good faith effort to reach negotiated agreements for our collective bargaining agreement with UFCW Local 663. We reserve the right to add to, subtract from or modify the terms of our proposals throughout the course of negotiations. Any proposals that are withdrawn by Lund Food Holdings, Inc. during the course of negotiations shall not be introduced as evidence or have any effect in any future bargaining, grievances, or arbitration hearings. Any proposal or any withdrawal or modification of a proposal does not constitute a waiver of any of our 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 Lund Food Holdings, Inc. and the Union concerning all matters related to these negotiations.*

## **APPENDIX: LETTER OF AGREEMENT – TEMPORARY EMPLOYER CONTRIBUTIONS TO HEALTH REIMBURSEMENT ACCOUNT (HRA)**

The Employer agrees to establish a temporary Health Reimbursement Account (HRA) contribution program, as outlined below. This program is designed to provide additional support to eligible employees for qualifying medical expenses during the specified period.

- 1. Eligibility:** Employer contributions to the HRA will be made on behalf of employees who meet all of the following conditions:
  - Are classified as *full-time* or *modified part-time* employees;
  - Were actively enrolled in the MPMC Health Care Plan as of March 2, 2025;
  - Maintain continuous enrollment in the MPMC Health Care Plan through January 4, 2026;
  - Remain employed and continue healthcare coverage throughout the contribution period defined below.
- 2. Contribution Period:** Employer HRA contributions will begin on January 5, 2026, and end on January 2, 2028, provided the employee remains eligible for the full duration of the program.
- 3. Contribution Schedule:** Weekly contributions will be made according to the Company's defined payroll week for the periods listed below, based on employee classification and elected healthcare coverage:

<b>Classification / Elected Coverage</b>	<b>Employer HRA Contribution (Weekly)</b>
Full-Time / Family Coverage	\$22.02 (from 1/5/2026 to 1/3/2027)
	\$17.02 (from 1/4/2027 to 1/2/2028)
Full-time / Single + Spouse	\$5.00 (from 1/5/2026 to 1/2/2028)
Full-Time / Single + Child(ren)	\$5.00 (from 1/5/2026 to 1/2/2028)
Full-Time / Single	\$5.00 (from 1/5/2026 to 1/2/2028)
Modified Part-time / Single	\$5.00 (from 1/5/2026 to 1/2/2028)

### **4. Additional Provisions**

- Contributions are contingent upon the employee's continued eligibility and participation in the MPMC health care plan throughout the applicable contribution period.
- This letter of agreement does not establish a precedent for future contributions or benefit programs and is intended solely as a temporary arrangement.
- This agreement shall sunset at the expiration of the contract term.

*These proposals are offered in a good faith effort to reach negotiated agreements for our collective bargaining agreement with UFCW Local 663. We reserve the right to add to, subtract from or modify the terms of our proposals throughout the course of negotiations. Any proposals that are withdrawn by Lund Food Holdings, Inc. during the course of negotiations shall not be introduced as evidence or have any effect in any future bargaining, grievances, or arbitration hearings. Any proposal or any withdrawal or modification of a proposal does not constitute a waiver of any of our 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 Lund Food Holdings, Inc. and the Union concerning all matters related to these negotiations.*

## **COMPLETE LIST OF ALL TENTATIVE AGREEMENTS REACHED, WHICH LUNDS & BYERLYS INCLUDES IN THIS TOTAL & COMPREHENSIVE OFFER**

---

1. Employer Proposal - Renew Letter of Agreement covering CSO Retail Support (Union TA 3/18/25)
2. Employer Proposal - Renew Letter of Agreement covering Sushi (Union TA 2/27/2025)
3. Employer Proposal - Renew Letter of Understanding covering SPUR Leave (Union TA 2/27/2025)
4. Employer Proposal – MN Paid Family Leave - Relocate Section 4.8 to Article 11 classifying it as Section 11.11 and replace all existing language with the following: Upon implementation of the State of Minnesota Paid FMLA law, the employer retains the right to deduct payroll taxes to the maximum amount allowed by state Paid Family Medical Leave legislation or implement a private plan substitution should state legislation and commissioner approval be granted. This private plan shall provide no less than the minimum benefits required under any said state law. The Employer shall have the ability to design its private plan however it sees fit provided it receives commissioner approval. (Union TA 3/18/25)
5. Union Proposal – Bereavement – Add stepparent to four (4) days of paid bereavement (Employer TA 3/17/25)
6. Union Proposal – FT Waiver Wage Rate – Employer accepts Union's request to rescind TA of its proposal to amend full-time waiver rate to \$23.00 for the duration of the waiver period up to a maximum of one thousand two hundred (1,200) hours of said period. (Employer TA 3/17/25)