

This Last, Best, and Final Offer is a package offer.

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MINNEAPOLIS GROCERY RETAILERS & UFCW UNION DISTRICT LOCAL 663

2025 Collective Bargaining (Last CBA March 4, 2023 – March 1, 2025) Jerry's Enterprises Last, Best, and Final Offer Presented May 1, 2025

1. **Term of Contract:** Three (3) years ending March 4, 2028.
2. **WAGES:** (If ratified May 8-9, wage increases would be effective Sunday, May 4, 2025).

Appendix B Minimum Meat Rates

	Effective upon ratification*	3/1/2026	3/7/2027
Head Meat Cutter	\$32.44	\$33.44	\$34.44
Journeyman	\$31.44	\$32.44	\$33.44

Service Meat Employees	Effective upon ratification*	3/1/2026	3/7/2027
0-6 mo	\$18.00		
6-12 mo	\$19.00		
1-2 yr	\$20.00		
2-3 yr	\$27.55	\$28.55	\$29.55

Employees who are at the top or above scale will receive the following increases:

	Effective upon ratification*	3/1/2026	3/7/2027
Head Meat Cutter	\$1.00	\$1.00	\$1.00
Journeyman	\$1.00	\$1.00	\$1.00
Service Meat Employees	\$1.00	\$1.00	\$1.00

*Initial wage increase is retroactive for up to one week if ratified after contract expires and is effective early if ratified before contract expires

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Appendix C

	Effective upon ratification*	3/1/2026	3/7/2027
Grocery Department Head	31.33	32.33	33.33
Produce Department Head	31.33	32.33	33.33
Frozen Food Department Head	31.33	32.33	33.33
Bookkeeper or Head Cashier	31.33	32.33	33.33
Delicatessen Department Head	31.33	32.33	33.33
Company Designated	31.33	32.33	33.33

Full-time Food Handlers & Pharmacy

	Effective upon ratification*	3/1/2026	3/7/2027
Step 1	\$20.00	X	X
Step 2	\$21.75	\$21.75	X
Step 3	\$23.50	\$23.50	\$23.50
Step 4	\$24.50	\$24.50	\$24.50
Step 5	\$25.50	\$25.50	\$25.50
Step 6	\$26.50	\$26.50	\$26.50
Step 7	\$30.33	\$30.33	\$30.33
Step 8		\$31.33	\$31.33
Step 9			\$32.33

For Full-time food handlers, the first two steps last six months each, and all others last one year.

Classified Assistant	Effective upon ratification*	3/1/2026	3/7/2027	Classified Assistant (hired before 3/5/2023)	Classified Assistant (hired before 3/5/2023)
Step 1	\$19.83	X	X	\$18.83	\$18.83
Step 2	\$20.60	\$20.60	X	\$19.83	\$19.83
Step 3	\$21.50	\$21.50	\$21.50	\$20.60	\$20.60
Step 4	\$23.00	\$23.00	\$23.00	\$21.50	\$21.50
Step 5	\$27.33	\$27.33	\$27.33	\$23.00	\$27.33
Step 6	\$28.33	\$28.33	\$28.33	\$27.33	n/a
Step 7		\$29.33	\$29.33		
Step 8			\$30.33		

^REMOVE (ALL ARE TOS)

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For Classified Assistants, all steps last one year.

Retail Specialist

	Effective upon ratification*	3/1/2026	3/7/2027
Step 1	\$17.00	X	X
Step 2	\$17.50	\$17.50	X
Step 3	\$18.00	\$18.00	\$18.00
Step 4	\$19.00	\$19.00	\$19.00
Step 5	\$19.80	\$19.80	\$19.80
Step 6	\$23.80	\$23.80	\$23.80
Step 7		\$24.80	\$24.80
Step 8			\$25.80

For Retail Specialists, all steps last one year.

Employees who are at the top or above scale will receive the following increases:

	Effective upon ratification*	3/1/2026	3/7/2027
Grocery			
Department Head	\$1.00	\$1.00	\$1.00
Produce			
Department Head	\$1.00	\$1.00	\$1.00
Frozen Food Department			
Head	\$1.00	\$1.00	\$1.00
Bookkeeper or			
Head Cashier	\$1.00	\$1.00	\$1.00
Delicatessen Department			
Head	\$1.00	\$1.00	\$1.00
Company			

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Designated	\$1.00	\$1.00	\$1.00
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Full-time Food Handlers & Pharmacy	\$1.00	\$1.00	\$1.00
Classified Assistant (hired on or after 3/2/2025)	\$1.00	\$1.00	\$1.00
Classified Assistant (hired after 3/5/2023 but before 3/2/2025)	\$1.00	\$1.00	\$1.00
Classified Assistant (hired before 3/5/2023)	\$1.00	\$1.00	\$1.00
Retail Specialist	\$1.00	\$1.00	\$1.00

All Part-Time	\$0.70	\$0.70	\$0.70
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ALL PART-TIME		Effective upon ratification*	3/1/2026	3/7/2027
*All employees under \$15.00/hr. will move to \$15.00 at ratification				
Step 1	0-1 yr	\$15.00	\$15.00	\$15.00
Step 2	1 yr	\$15.50	\$15.50	\$15.50
Step 3	6 months	\$16.00	\$16.00	\$16.00
Step 4	6 months	\$16.75	\$16.75	\$16.75
Step 5	6 months	\$17.25	\$17.25	\$17.25
Step 6	6 months	\$18.00	\$18.00	\$18.00
Step 7	6 months	\$19.10	\$19.10	\$19.10
Step 8	6 months	\$19.80	\$19.80	\$19.80
Step 9			\$20.50	\$20.50
Step 10				\$21.20

***Initial wage increase is retroactive for up to one week if ratified after contract expires and is effective early if ratified before contract expires.**

3. 'Management Rights: *(New language added)*

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.

4. Section 2.5(D) Minimum Hours: *(Eliminates the need to re-sign every 6 months and reduces admin by not submitting to 663.)*

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 less hours. Any such approved written request shall remain valid until the employee revokes or requests changes with a two (2) week written notice. Upon 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 the store level and 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(I).

5. Section 3.3 Holiday Qualifications: *(Removed the word "proven")*

Full-time employees will be eligible for holiday pay if they are full-time employees as of the date the holiday(s) occur. Part-time employees will be eligible if they have completed ninety (90) calendar days of employment as part-time employees.

In addition to the above qualifications, employees must have worked one of the following: in the week before the holiday occurs, in the week in which the holiday occurs, or in the week after the week the holiday occurs. In addition, the employee must work his/her scheduled workday before the holiday, and his/her scheduled

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workday after the holiday unless excused by the Employer or unless absent due to ~~proven~~ illness or injury. If the employee does not meet these requirements, he/she will not be eligible for holiday pay.

6. Section 4.1 PTO: (Changes to comply with MN ESST)

- A. Employees will accrue PTO at the minimum rate of 1 hour per 30 hours worked. PTO shall be paid at the employee's straight time rate at the time PTO is used.
- B. Employees will be allowed to use earned PTO for planned, approved time off or purposes defined in the Minnesota Earned Sick and Safe Time (ESST) ordinances without disciplinary action.
- C. Employees who end employment with less than one (1) year of service will not have any unused PTO time paid out.
- D. PTO benefits cannot be used that have not been granted (i.e., PTO account cannot have a negative balance).
- E. PTO requests must be electronically submitted in the Employer's human capital management system by the employee, and non-ESST requests must be approved by the employee's manager each time PTO hours are used.
- F. PTO Overtime (Fulltime Only): After each anniversary year, average weekly hours over forty (40) will be computed at one and one-half (1.5) times the employee's current regular straight time rate.
- G. Employees should work with their Store Director to take formerly carried over vacation time off. Any carried over vacation pay due to an employee termination will be paid at the wage rate effective as of March 5, 2023 or at the rate of the year in which it was earned thereafter. Active employees' vacation will be paid on a first earned basis.

PTO ACCRUAL SCHEDULE:

PAID TIME OFF (PTO)			
Full-Time	Years of Service	Annual Grant	Weekly Rate
	Between 0-1st anniversary	1 week (capped at 48 hours)	<u>0.034</u> per hour worked
	Between 1st - 7th anniversary	2 weeks (capped at 80 hours)	0.05 per hour worked
	Between 7th anniversary-15th anniversary	3 weeks (capped at 120 hours)	0.075 per hour worked
	Between 15th anniversary-19th anniversary	4 weeks (capped at 160 hours)	0.1 per hour worked
	Beginning 19th anniversary and beyond	5 weeks (capped at 200 hours)	0.125 per hour worked
	Years of Service	Annual Grant	Weekly Rate

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Part-Time	Between 0-1 st anniversary	1 week (capped at 48 hours)	<u>0.034</u> per hour worked
	Between 1st - 7th anniversary	2 weeks (capped at 80 hours)	0.03846 per hour worked
	Between 7th anniversary-15th anniversary	3 weeks (capped at 120 hours)	0.05769 per hour worked
	Between 15th anniversary-19th anniversary	4 weeks (capped at 160 hours)	0.07692 per hour worked
	Beginning 19th anniversary and beyond	5 weeks (capped at 200 hours)	0.09615 per hour worked

7. **Section 4.6 PTO scheduling and rollover:** *(Changes to comply with MN ESST)*

PTO schedules in each store shall be posted by January 1st and non-ESST PTO selected on the basis of seniority by February 15th of each year. For the purposes of this schedule, PTO must be taken in full-week increments. The approved PTO schedule shall be posted in each market by March 15th of each year for the following twelve (12) month period to March 15th. Employees who fail to select PTOs by February 15th will be placed at the bottom of the seniority list for the purpose of vacation selection.

Effective upon ratification, employees must use all PTO time earned during the year in which it is allocated, except that employees shall be authorized to roll over a maximum of:

- a) 80 hours of accrued but unused PTO, or
- b) one year's worth of PTO time based on years of service, or
- c) the amount of PTO they had accrued but not used at ratification of the 2023-2025 Agreement.

(whichever is the greatest of the three).

8. **Section 5.10:** *(Add new section)*

City, State, or Federal Minimum Wage and Other Wage Increases:

If, due to minimum wage laws, an employee receives an unscheduled increase, if such increase is more than the next scheduled progression increase, the employee's progression date increase will be reset to the effective date of the minimum wage change.

9. **Section 11.4 Medical Leave:** *(Changes to comply with MN ESST)*

In case of accident, injury, pregnancy or illness which renders the employee unable to work, an automatic leave of absence shall be granted for the period of time that the employee is judged by a certified medical authority to be physically unable to work up to a maximum leave not to exceed one (1) year.

The Employer reserves the right to require certification by a medical authority of an employee's physical capability of returning to work if time away exceeds three (3) consecutive scheduled workdays.

10. **Add in a New Section 11.11 MN Paid Sick Leave:** *(Added section)*

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.

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11. Article 15: Health and Welfare: *(Updated in accordance with the "health & welfare modernization")*

COMPANY CLARIFICATION: Management trustees, including the management trustee from Jerry's, of the UFCW 663 MPMC Health & Welfare Plan supported and helped pass a Union motion to improve current H&W benefits. Employers told the Union in bargaining that they supported benefit improvements, and the place to do this was with the trustees. Now, with this motion passed, starting January 1, 2026:

- annual vision exams will be covered at 100%; and
- diagnostic and preventive, restorative, and prosthetic dental services coverage will be \$2,000 per eligible person annually; and
- annual deductible for comprehensive major medical benefits will be \$500 per eligible person, and \$1,500 per family; and
- annual out of pocket maximum for comprehensive major medical benefits will be \$2,500 per eligible person and \$5,000 per family.

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 (MPMC) 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.

- 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

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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.
- D. 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, 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 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.
- E. 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.
- F. 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 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 PTO (for those modified part-time employees with five (5) years or more service with the same Employer), 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 PTO,

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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.

Benefit contribution rates are as follows:

Weekly Health & Welfare Cost

<u>Effective first reporting period following ratification</u>	<u>Employer Cost</u>	<u>Employee Cost</u>	<u>Total Benefit Cost</u>	<u>Employer %</u>	<u>Employee %</u>
FT	\$267.82	\$20.00	\$287.82	93.1%	6.9%
Modified PT – Single Only	\$158.84	\$10.00	\$168.84	84.1%	5.9%
Ancillary	\$5.76	\$1.00	\$6.76	85.2%	14.8%

<u>Effective 1/1/2026</u>	<u>Employer Cost</u>	<u>Employee Cost</u>	<u>Total Benefit Cost</u>	<u>Employer %</u>	<u>Employee %</u>
FT – Single	\$148.73	\$16.53	\$165.26	90.0%	10.0%
FT – Single + Spouse	\$304.91	\$33.88	\$338.79	90.0%	10.0%
FT – Single + Children	\$297.47	\$33.05	\$330.52	90.0%	10.0%
FT – Family	\$513.13	\$57.02	\$570.15	90.0%	10.0%
Modified PT – Single Only	\$148.73	\$16.53	\$165.26	90.0%	10.0%
MPT – Single + Spouse	\$148.73	\$190.06	\$338.79	n/a	n/a
MPT – Single + Children	\$148.73	\$181.79	\$330.52	n/a	n/a
MPT – Family	\$148.73	\$421.42	\$570.15	n/a	n/a
Ancillary	\$6.70	\$0.75	\$7.45	90.0%	10.0%

<u>Effective 1/1/2027</u>	<u>Employer Cost</u>	<u>Employee Cost</u>	<u>Total Benefit Cost</u>	<u>Employer %</u>	<u>Employee %</u>
FT – Single	\$148.73	\$16.53	\$165.26	90.0%	10.0%
FT – Single + Spouse	\$304.91	\$33.88	\$338.79	90.0%	10.0%
FT – Single + Children	\$297.47	\$33.05	\$330.52	90.0%	10.0%
FT – Family	\$513.13	\$57.02	\$570.15	90.0%	10.0%
Modified PT – Single Only	\$148.73	\$16.53	\$165.26	90.0%	10.0%
MPT – Single + Spouse	\$148.73	\$190.06	\$338.79	n/a	n/a
MPT – Single + Children	\$148.73	\$181.79	\$330.52	n/a	n/a
MPT – Family	\$148.73	\$421.42	\$570.15	n/a	n/a
Ancillary	\$6.70	\$0.75	\$7.45	90.0%	10.0%

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Effective 1/1/2028	Employer Cost	Employee Cost	Total Benefit Cost	Employer %	Employee %
FT – Single	\$148.73	\$16.53	\$165.26	90.0%	10.0%
FT – Single + Spouse	\$304.91	\$33.88	\$338.79	90.0%	10.0%
FT – Single + Children	\$297.47	\$33.05	\$330.52	90.0%	10.0%
FT – Family	\$513.13	\$57.02	\$570.15	90.0%	10.0%
Modified PT – Single Only	\$148.73	\$16.53	\$165.26	90.0%	10.0%
MPT – Single + Spouse	\$148.73	\$190.06	\$338.79	n/a	n/a
MPT – Single + Children	\$148.73	\$181.79	\$330.52	n/a	n/a
MPT – Family	\$148.73	\$421.42	\$570.15	n/a	n/a
Ancillary	\$6.70	\$0.75	\$7.45	90.0%	10.0%

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.

G. 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.

H. 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.

12. Article 16: Arbitration: (Language added)

Section 16.2: 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.

Section 16.5:

Failure to comply with the time limits set forth in Steps 1, 2, and 3 below, will result in an automatic decision in award by default in favor of the other party excepting in cases of extension of time mutually agreed upon. The steps to be followed are as follows:

1. The complaint must be registered in writing within the specified time limits of the particular type of grievance.

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2. 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.
3. The arbitration hearing shall be held within a reasonable time.

In each of the above steps, the days referred to are working days.

13. Transfers: Section 5.7 (New section added)

- 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. Once transferred, an employee may not be transferred to another location for a period of 12 calendar months unless by mutual agreement between the Employee, the Employer and the Union.
- B. The Employer will not transfer an employee as a means of discipline.
- C. The Employer shall consider the circumstances of the affected employee in making the transfer decision.
- D. 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.

14. Eliminate these sections: (Due to raising minimum PT hours scheduled from 15hrs/wk. to 18hrs/wk.)

Article 5; Section 5.3

Article 5; Section 5.2

Article 2; Section 2.5A

PT Hours Worked

COMPANY CLARIFICATION: Jerry's presents this written clarification to the Union and its bargaining committee to clarify the intent of this proposal. This proposal applies only to Modified Part-Time team members, as Regular Part-Time employees are already limited to a maximum of 28 hours per week under existing CBA language.

Jerry's position is that a Modified Part-Time team member available Monday through Saturday should not be penalized or restricted from being scheduled up to 39.9 hours. However, **Section 2.5A, Section 5.2, and Section 5.3** imposes such a restriction by limiting Modified Part-Time team members to a maximum of 31.9 hours from Monday to Saturday, requiring any additional hours beyond that to be worked on Sunday.

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).

SECTION 5.2: Strike this section and refer back to minimum and maximum hours by classification as noted in section 2.5.

Appendix A-1: Strike *"*See Section 2.5(A) re: "Mod PT"*

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15. Clean up the following language in Section 17.1: *(Eliminated unused classifications)*

For the purpose of this Article, there shall be three (3) separate seniority groups. The seniority groups shall be classified as:

- (A) Full-Time Food Handler - Group 1 employees
- (B) Modified and Regular Part-Time - Group 2 employees
- (C) Certified Pharmacy Technician employees

16. Clean up the following language in Section 17.2: *(Removed errant reference to 'page 49')*

- (I) 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. 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 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. Each Employer may designate what positions or jobs will be recognized as additional Department Head positions for itself, recognizing that the additional positions so designated may vary from one company to another and from store to store within each company.

17. Other Clean-up: *(Language no longer exists)*

Remove all male and female pronouns; redraft in way that pronoun is unnecessary or use *they/them/their*.

18. Bereavement:

The Employer will add bereavement for Stepparents.

19. H/W - HRA *(The employer would agree to a letter of agreement calling for temporary contributions to a Health Reimbursement Account (HRA))*

Employer contributions will be made on behalf of eligible full-time and modified part-time employees, defined as those who were enrolled in the MRMC Health Care Plan as of March 2, 2025, and maintained coverage through January 1, 2026. Contributions will commence the week of January 4, 2026, and will discontinue the week of December 26, 2027, provided the employee remains employed and retains healthcare coverage for the full period.

1/4/2026

<u>Classification / Elected Coverage</u>	<u>Employer HRA Contribution (Weekly)</u>
<u>Modified Part-time / Single Coverage</u>	<u>\$5.00</u>

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<u>Full-time / Single Coverage</u>	<u>\$5.00</u>
<u>Full-time / Single + Child(ren) Coverage</u>	<u>\$5.00</u>
<u>Full-time / Single + Spouse Coverage</u>	<u>\$5.00</u>
<u>Full-time / Family Coverage</u>	<u>\$22.02</u>

1/3/2027

<u>Classification / Elected Coverage</u>	<u>Employer HRA Contribution (Weekly)</u>
<u>Modified Part-time / Single Coverage</u>	<u>\$5.00</u>
<u>Full-time / Single Coverage</u>	<u>\$5.00</u>
<u>Full-time / Single + Child(ren) Coverage</u>	<u>\$5.00</u>
<u>Full-time / Single + Spouse Coverage</u>	<u>\$5.00</u>
<u>Full-time / Family Coverage</u>	<u>\$17.02</u>

20. Scheduling 7 consecutive *(New language)*

Employees will not be scheduled every day in a Sunday-Saturday period unless the employee and employer mutually agree.

21. Sending work schedules to Union

We will send by PDF

22. Update and re-sign existing LOA defining \$3 premium for designated Deli and Service Meat employees available for key times.