

**UFCW Local 663 Proposal to UNFI**  
**June 12, 2025**

**Union Proposals:**

1. All tentative agreements previously reached prior to 3/26/2025.
2. Term: Three (3) year agreement, March 5, 2025 through March 4, 2028.
3. Add a new Article for "Management Rights" with the following language and renumber articles in CBA.

The Employer's right to manage is retained and preserved, subject to the language of this Agreement, and with the express understanding that no provision of this Agreement may be violated by the Employer. This clause shall not constitute a waiver by the Union of either the Employer's obligation, or the Union's right, to negotiate regarding any mandatory subject of bargaining, or any impact or effect of a management decision on any mandatory subject of bargaining and/or term or condition of employment.

[Note: agreement to add this article shall not invalidate any existing past practices.]

4. Modify 2.5 as follows:
  - Effective June 2025, increase PT minimum hours to 18.
  - Effective March 2027, increase PT minimum hours to 20.

5. Replace Article 6 Discharge with the following:

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, malicious vandalism, gross 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.

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.

Employees shall be allowed to include their own written accounts and rebuttals to all Employer-generated documents in their personnel file.

Employees shall be paid for scheduled time lost during investigatory suspensions.

6. Replace first part of Article 9 Bereavement with:

All full-time and part-time employees shall be entitled to bereavement pay according to the following:

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- i. A maximum of four (4) days of leave with pay in the event of the death of a spouse, parent, stepparent, child or stepchild.
  - ii. A maximum of three (3) days of leave with pay in the event of the death of a brother, sister, mother-in-law or father-in-law, grandparent or grandchild.
7. Wages: See [attached](#) reflecting updates to Appendices B and C. Wage increases retroactive to March expiration.
8. Modify Article 26: In the event the employer introduces technological changes, ~~which for the purpose of this article is defined as price marking and electronic scanners~~ that would result in the elimination of bargaining unit work...
9. Amend Section 1.3, first paragraph:

The Employer agrees to deduct Union initiation fees, dues and uniform assessments from the wages of employees in the bargaining unit who provide the Employer with a voluntary written authorization which shall be irrevocable for a period of one year, or beyond the termination date of this Agreement, whichever occurs sooner. Such deductions will be made by the Employer from wages of employees ~~on a monthly basis~~, at intervals that the Union designates in writing, and will be transmitted to the Union ~~within ten (10) days after~~ no later than the fifth (5th) day of the month following the month of such deduction. The Union will supply to the Employer sufficient number of check-off authorization cards, which the Employer shall give to each new employee at the time they are hired.
10. Amend Section 2.1:

Except as provided in Article 2, Section 2.10, the basic workweek for full-time employees (including Department Heads), shall be forty (40) hours to be worked in any five (5) days, Monday through Saturday. In the Meat Department, all undesirable hours (after 6:00 p.m.) shall be rotated evenly among all employees in each classification (Journeyman, Service employee) excluding Department Heads. In other departments, all undesirable hours (after 6:00 p.m.) shall be rotated evenly among all employees in the department. The daily hours shall be consecutive except that each employee shall be given thirty (30) minutes or one (1) hour off for lunch each day. Full-time employees shall not be required to work more than two (2) evening or night shifts per week, unless by mutual agreement between the employee and the employer. No Employer shall be permitted to work an employee covered herein on a split shift. A split shift is any interruption of the daily work of the employee except his/her regular lunch or rest period. The thirty (30) minute or one (1) hour lunch period option will be decided on an individual store basis by a majority of the employees affected. The option of a thirty (30) minute lunch hour will only be in stores where such is practical and where the thirty (30) minute lunch hour would not result in a shorter day

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operation or additional payment of overtime. Any deviation shall be mutually agreed upon by the Union and the Employer.

**11. Health & Welfare**

**TA 6/12/2025** Employer Proposed Replacement Language (except contribution rates).

Contribution Rates:

Maintain through 2025	Employer Cost	Employee Cost	Total Benefit Cost
FT	\$267.82	\$20.00	\$287.82
Modified PT – Single Only	\$158.84	\$10.00	\$168.84
Ancillary	\$5.76	\$1.00	\$6.76

Effective 1/1/2026	Employer Cost	Employee Cost	Total Benefit Cost
FT – Single	\$145.26	\$20.00	\$165.26
FT – Single + Spouse	\$298.79	\$40.00	\$338.79
FT – Single + Children	\$290.52	\$40.00	\$330.52
FT – Family	\$530.15	\$40.00	\$570.15
Modified PT – Single Only	\$165.26	\$20.00	\$165.26
Modified PT – Single + Spouse	\$147.26	\$191.53	\$338.79
Modified PT – Single + Children	\$147.26	\$183.26	\$330.52
Modified PT – Family	\$147.26	\$422.89	\$570.15
Ancillary	\$5.95	\$1.50	\$7.45

**Responses to UNFI Proposals:**

**Employee Waivers** **TA 6/12/2025**

Adjust language on employee waivers on minimum hours in Section 2.5(F) to match union proposal presented on April 5, 2025:

(F) 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

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shall not be counted for purposes of the ratio language expressed in Section 17.2(1).

**Certified Pharmacy Technicians – New Classification for District Pharmacy Techs TA 6/12/2025**

The employer proposes the following change to Section 17.5:

**Section 17.5 Certified Pharmacy Technicians:** For purposes of layoff and recall, Certified Pharmacy Technicians shall have seniority based on their most recent date of hire. The seniority of Certified Pharmacy Technicians will be separate from any other employees within the bargaining unit. The Employer shall reimburse its Certified Pharmacy Technician employees for costs incurred in paying registration fees required for the performance of their duties in the store pharmacy.

The Employer agrees to provide for certification of certain employees within the Pharmacy Technician classification on the following basis:

Upon successful completion of the certification examination, the employee's application/examination fee and the cost expended for necessary training materials will be reimbursed by the Employer. Only one examination fee will be reimbursed per employee. Employees who obtain certification will be entitled to receive an hourly "certification premium" in the amount of seventy-five cents (\$.75) per hour in addition to the regular rate of pay in Appendix "C" for so long as the employee remains certified. Fees required to be expended by the employee to obtain recertification will be reimbursed by the Employer if recertification is obtained. The fees paid by the employee for attending continuing education courses required for renewal of certification will be reimbursed by the Employer if recertification is obtained. The Employer reserves the right to approve in advance the numbers of those employees who obtain certification at its expense, together with the accompanying premium pay.

**Each district shall have up to five (5) job postings for "District Pharmacy Technicians" who shall receive training and be available to support multiple stores within an assigned group of stores. These District Pharmacy Technicians shall have an assigned base store, but shall be scheduled to work at other stores within the group to assist with onboarding of new technicians and to address staffing shortages, vacations, sick call-outs and other scheduling needs. Schedules for District Pharmacy Technicians shall be posted two (2) weeks in advance, but shall remain subject to changes to the schedule and/or location. District Pharmacy Technicians shall receive an additional premium of \$0.75 per hour, which may be stacked with the certified premium.**

**Night Stocking Crew Premiums TA 6/12/2025**

Add language to agreement as follows:

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**Night crew stockers and freight team members shall receive a premium of \$1 per hour for hours worked on shifts that start between 10 pm and 2 am; Managers assigned to supervise these shifts shall receive the same premium.**

**Transfers** **TA 6/12/2025**

The Employer proposes the following modifications to Section 5.7:

**Section 5.7:** When employees are required to travel from one store to another in any one (1) day, travel time shall be considered as time worked and, in addition, the employee shall be paid mileage in accordance with the mileage policy of the Employer, but not less than the rate specified by the Internal Revenue Service as the "standard mileage rate."

If employees make a delivery of product to a store at the Employer's direction, such time will be considered as time worked and mileage will also be paid.

All full-time employees shall receive a minimum of ~~two (2)~~ **three (3)** weeks' notice in the event of an Employer-initiated transfer. Temporary transfers may occur without notice as a result of an emergency situation arising in the business. No employee will be transferred as a means of discipline. The Employer shall take into account the circumstances of the affected employee in making transfer decisions. **Once transferred, an employee may not be transferred to another location in an Employer-initiated transfer for a period of twelve (12) calendar months unless by mutual agreement between the Employee and the Employer with a copy of the transfer consent provided to the Union prior to the transfer. The Employer will post in breakrooms the availability of an interest form to volunteer for transfer opportunities and will create a volunteer bank for future transfer considerations. Employees who volunteer on this list will be considered first for transfers that fit the employee's qualifications and preferred store locations.**

**Special Deep Cleaning Projects** **TA 6/12/2025**

Add the following Article to the contract and renumber as necessary:

**Employer shall continue to be allowed to utilize outside vendors to complete special deep cleaning projects in the stores.**

**Holiday Qualification** **TA 6/12/2025**

Clarify Holiday pay as follows:

**Section 3.3 Holiday Qualifications:** Full-time employees will be eligible for holiday pay if they are a full-time employee as of the date the holiday(s) occur. Part-time employees (excluding Group 3 employees through March 2, 2019) will be eligible if they have completed ninety (90) calendar days of employment as part-time employees, ~~except for regular part-time Clean Team employees who will be eligible only after they have completed one (1) year of continuous service.~~

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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, his/her scheduled workday on the holiday if scheduled, and his/her scheduled 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.

**Arbitration TA 6/12/2025**

Modify Section 16.2 as follows:

**Section 16.2:** Any controversy arising over the interpretation of or adherence to the terms and provisions of this Agreement shall be settled by negotiations between an officer of the Union and the Employer or his/her representative. Any controversy which cannot be so settled promptly may be referred to Arbitration. The Federal Mediation and Conciliation Service (**FMCS**) shall be called upon to furnish a panel of seven (7) 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 the 125-mile Metropolitan area list. The decision of the arbitrator shall be final and binding on all parties concerned. 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.

**Retirement TA 6/12/2025**

Employer counter-proposes to modify Article 14 as set forth below:

**Article 14: Pension**

(A) The Minneapolis Retail Meat Cutters and Food Handlers Pension Fund (the Legacy Plan) will be frozen for all accrued benefits after February 28, 2019. Existing Legacy Plan participants will continue to earn vesting service and credited service for benefit eligibility purposes pursuant to the terms of this Article.

~~(B) The Employer and Union will make a request to the board of trustees of the Legacy Plan to adopt IRC Section 432(b), Section 4, of the Multiemployer Pension Reform Act of 2014 (MPRA), which will allow the Legacy Plan to accelerate its certification into Critical Status (Red Zone) for fiscal plan year 2018.~~

~~(C) The Employer and Union agree to a Rehabilitation Plan schedule for the Legacy Plan that requires Employer contributions to increase by 6% effective March 5, 2023 and 6% effective March 3, 2024. The Employer also will contribute \$2,643,633.42 million to the Legacy Plan by a redirect of contributions from the MPMC Health Fund effective for the contribution month beginning April 2, 2023, payable to the Legacy Plan in May 2023, and continuing thereafter until the redirection amount attributable to the Employer is fully paid, at which time the redirection shall cease. The Employer shall continue to make contributions to the~~

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Legacy Plan for all active employees in classifications for whom they have previously made contributions to the Legacy Plan and for future active newly hired employees (who are in classifications for whom contributions have been made under the Legacy Plan pursuant to the prior CBA) who are participants in the Variable Annuity Plan (VAP) Plan. In addition, the 30 year and out pension benefit will be eliminated with respect to accrued benefits, as allowed under the Rehabilitation Plan after February 28, 2019. ~~Specifically, and not including the above-referenced redirect,~~ The employer contribution rates to the Legacy Plan will increase according to the following schedule:

Pre-March <del>2023</del> <b>2025</b> Contribution Rates	Effective March <del>2, 2023</del>	Effective March <del>1, 2026</del> 2024	<b>Effective March 7, 2027</b>
	<b><u>10.1% Increase</u></b>	<b><u>10.1% Increase</u></b>	<b><u>10.1% Increase</u></b>
Full-time: <del>\$149.13</del> <b>\$167.56</b> per week	<del>\$158.08</del> <b><u>\$184.48</u></b>	<del>\$167.56</del> <b><u>\$203.12</u></b>	<b><u>\$223.63</u></b>
Part-time: <del>\$48.64</del> <b>\$54.65</b> per week	<del>\$51.56</del> <b><u>\$60.17</u></b>	<del>\$54.65</del> <b><u>\$66.25</u></b>	<b><u>\$72.94</u></b>

The Full-time Contribution Rate amounts referred to in this Article shall be paid on behalf of all applicable employees as defined above for each week when such employee has worked thirty-two (32) or more hours or thirty (30) or more hours (for those employees on the four (4)-ten (10) hour workweek) excluding hours worked on Sundays and holidays, except for floating and banked holidays.

The Part-time Contribution Rate amounts referred to in this Article shall be paid on behalf of all applicable employees as defined above (excluding retirees who are receiving a UFCW Local 653 pension, Clean Team and Group 3 part-time employees) who have worked less than thirty-two (32) hours per week (excluding hours worked Sundays and on holidays).

- (D) Active employees with 30 years of service as of February 28, 2019, are a protected group, and will not be affected by the elimination of the 30 and out benefit in Paragraph (C) above.
- (E) The Employer and Union ~~agree to establish~~ **established** a Variable Annuity Plan (VAP Plan) for future service benefits effective January 1, 2019. Employers will make contributions to the VAP Plan for all current active employees and future active newly hired employees in classifications for whom contributions have been made under the prior CBA. The following Employer contribution rates will be made to the VAP Plan:

<b>Weekly Contribution Rates</b>	<b>Effective <del>March 2, 2025</del> January 1, 2022</b>
Full-time hired <b><u>on or after 1/1/19</u></b>	\$52.36
<b><u>Full-time hired on or before 12/31/18</u></b>	<b><u>\$38.58</u></b>
Part time hired <b><u>on or after 1/1/19</u></b>	\$19.43
<b><u>Part time hired on or before 12/31/18</u></b>	<b><u>\$14.94</u></b>

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- (F)** All current active and future active employees (excluding Group 3 Part-time, Clean Team and Retirees who are receiving a Legacy Plan pension) are eligible for coverage under the VAP Plan. All current active employees will bridge their vesting service between the Legacy Plan and the VAP Plan.

In the event that a modified part-time or regular part-time employee, on whose behalf a Legacy pension contribution was being made, retires, quits, or is terminated and is not replaced, then the Employer will pay a contribution on behalf of the most senior Group 3 part-time employee at the rate in Paragraph (C) above. The intent of this provision is to maintain Legacy pension funding for the life of this contract. This provision will not be applicable however in the event of a store closure.

- (G)** The annual benefit accrual of the VAP Plan for employees will be as follows:

	Effective <del>January 1, 2019</del>	Effective <del>January 1, 2020</del>	Effective <del>January 1, 2021</del>	Effective <del>January 1, 2022</del> <b>March 2, 2025</b>
VAP Accrual Rate <u>for participants hired on or after 1/1/19</u>	<del>\$26.25</del>	<del>\$28.75</del>	<del>\$32.50</del>	\$35.00
VAP Accrual Rate <u>for participants hired on or before 12/31/18</u>				<b><u>\$25.00</u></b>

The service and vesting provisions of the VAP Plan will be the same as the Legacy Plan. The death benefit and disability benefits of the VAP Plan will be the same as the Legacy Plan. The forms of retirement benefit options of the VAP Plan will be the same as the Legacy Plan.

- (H)** The Normal Retirement Age of the VAP Plan will be age 65. Eligibility for Early Retirement will be the same as the Legacy Plan with benefits reduced 6.0% per year for each year of retirement commencement prior to Normal Retirement Age. For example, if a pension-eligible employee retires at age 61, the employee's pension benefit shall be reduced by 24% ((retirement commenced 4 years prior to age 65) x 6% reduction per year).
- (I)** All accrued annual benefits in the VAP Plan will be adjusted annually based on investment performance benchmarked to a hurdle rate of 5.5%.
- (J)** Annual increases in accrued benefits will be capped at 3.0% above the hurdle rate. Any surplus increase in fund revenue based on investment performance above the 3.0% capped annual benefit adjustment will be allocated to a Stabilization Reserve. The purpose of the Stabilization Reserve is to support the maintenance of accrued benefits (for both actives and retirees) in years in which

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the investment return is less than the hurdle rate and which would normally cause a decrease in the accrued benefit. The Stabilization Reserve will be governed by the board of trustees of the VAP Plan according to the intent of this paragraph.

**(K)** Upon retirement, employees eligible for pension benefits pursuant to the VAP Plan will have the option to choose whether (1) their retirement benefits will be fixed as of the date of their retirement, or (2) their retirement benefits will continue to vary annually based on investment performance. For employees who leave their employment for any reason prior to retirement, the accrued benefits will remain variable until retirement, at which point the employee may choose whether (1) their retirement benefits will be fixed as of the date of their retirement, or (2) their retirement benefits will continue to vary annually based on investment performance.

**(L)** An Employer may withdraw from the Legacy Plan during the term of this Agreement and pay its allocated withdrawal liability, as long as it continues to participate in the VAP Plan pursuant to the terms of the collective bargaining agreement.

~~**(M)** The Employer and the Union agree that during the term of this contract the parties will convert the Legacy Plan and VAP Plan Weekly Contribution Rates set forth above to an Hourly Composite Contribution Rate, to be effective with the employer's contribution payments for January 2019 to the VAP Plan and effective with the March 2019 payments for the Legacy Plan per the Plan Board of Trustees policy and as bargained.~~

~~The Board of Trustees will vote on a plan contribution conversion policy no later than October 31, 2018. The hourly composite contribution rates will be equivalent to what the weekly contribution rates would have been for the same time periods. Such policy must protect the financial integrity of the two plans and treat the converting employers fairly and equitably.~~

~~The collective bargaining agreement will be revised to state the hourly composite contribution rates and procedures once they are adopted by the board of trustees.~~

**(M)(N)** The Employer agrees that it will make available to employees who have completed the probationary period the option to contribute to an Employer-sponsored 401(k) retirement savings plan or have the option to offer a Roth Plan, subject to the conditions and requirements of that plan. It is understood that the Employer itself will have no obligation to make contributions to this plan on behalf of any employee or to match any contributions to such plan which may be made by any employee. The sole purpose of this provision is to provide employees with an advantageous opportunity to set aside personal funds for retirement savings.

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- (N)     The Employer is not required to make contributions to the Legacy Plan or VAP Plan after termination of employment (e.g. on vacation pay-outs after termination).**
- (O)     The Employer and Union believe the Fund Trustees should be transparent with them and plan participants and that their fiduciary duties require that periodic Requests for Proposals (RFPs) be conducted to determine the vendors best suited to provide services. For these reasons, upon request of either party to this Agreement, the Employer and Union shall jointly request quarterly updates from the Fund Trustees and jointly request that the Fund Trustees conduct RFPs commensurate with the vendors' next contract renewal. The Employer and Union further agree not to interfere with such requests.**

**Prior Disputes**

*The Union is not interested in bargaining over these permissive subjects. The Union requests that the Employer stop insisting on this proposal as a condition of any other proposal(s) or an agreement.*

**All other Union proposals not included here are withdrawn by the Union.**

**All other Employer proposals not included here are rejected by the Union.**

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<b>Union Proposal to UNFI - 6.10.25</b>				
<b>APPENDIX B</b>				
<b>Minimum Meat Rates</b>				
	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
<b>Head Meat Cutter</b>	\$32.44	\$33.44	\$34.44	\$35.44
<b>Journeyman</b>	\$31.44	\$32.44	\$33.44	\$34.44
<b>Mod PT Meat Cutter*</b>	\$21.00	\$22.00	\$23.00	\$24.00
* Upon successful completion of a twelve (12) month program, Mod PT Meat Cutter will become Journeyman				
* Reclassify all Class Asst in Meat Dept (who cut meat) as Journeyman				
<b>Apprentices (6 mo steps)</b>	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
0-6 months	\$20.00	x	x	x
6-12 months	\$21.00	x	x	x
12-18 months	\$22.00	x	x	x
18-24 months	\$23.00	\$23.00	\$23.00	\$23.00
New Step*	x	\$24.00	\$24.00	\$24.00
New Step*	x	\$25.00	\$25.00	\$25.00
New Step*	x	\$28.00	\$28.00	\$28.00
Thereafter	\$31.44	\$32.44	\$33.44	\$34.44
<b>Meat Helper &amp; Service</b>	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
0-6 months	\$20.00	x	x	x
6-12 months	\$21.00	x	x	x
12-18 months	\$22.00	x	x	x
18-24 months	\$23.00	\$23.00	\$23.00	\$23.00
New Step*	x	\$24.00	\$24.00	\$24.00
New Step*	x	\$26.00	\$26.00	\$26.00
New Step*	x	\$28.00	\$28.00	\$28.00
New Step*	x	\$30.00	\$30.00	\$30.00
Thereafter	\$30.32	\$31.32	\$32.32	\$33.32
All Meat employees who are at the top or above scale will receive the following increases:				
		Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
	Head Meatcutter	\$1.00	\$1.00	\$1.00
	Journeyman	\$1.00	\$1.00	\$1.00
	Mod PT Meat Cutter	\$1.00	\$1.00	\$1.00
	Meat Apprentice	\$1.00	\$1.00	\$1.00
	Meat Helper/Service	\$1.00	\$1.00	\$1.00
<b>APPENDIX C</b>				

<b>Minimum Grocery Rates</b>				
	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
<b>Asssistant Mgr, Produce Head, FF Head, Bookkeeper, Deli Head, Company Designated</b>	\$31.33	\$32.33	\$33.33	\$34.33
<b>FT Food Handler &amp; Pharm</b>	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
0-6 months	\$16.00	x	x	x
6-12 months	\$16.50	x	x	x
1-2 years	\$17.00	x	x	x
2-3 years	\$18.00	\$18.00	x	x
3-4 years	\$19.00	\$19.00	\$19.00	x
4-5 years	\$20.00	\$20.00	\$20.00	\$20.00
5-6 years	\$25.00	\$25.00	\$25.00	\$25.00
6 years and over	\$30.33	\$31.33	\$32.33	\$33.33
<b>Classified Assistant</b>	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
Step 1	\$18.00	x	x	x
Step 2	\$19.00	x	x	x
Step 3	\$20.00	x	x	x
Step 4	\$21.00	\$21.00	\$21.00	\$21.00
Step 5	\$22.00	\$22.00	\$22.00	\$22.00
New Step*	x	\$23.00	\$23.00	\$23.00
New Step*	x	\$25.00	\$25.00	\$25.00
New Step*		\$27.00	\$27.00	\$27.00
Top Step	\$28.33	\$29.33	\$30.33	\$31.33
When a member is promoted from PT to FT, they slot into Step 1 of the Classified Assistant scale, or the next highest wage rate at least \$1 more than current rate.				
Step progression occurs annually in March				
* Only applies to employees hired or promoted after ratification				
<b>FT Maintenance</b>	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
Step 1	\$14.00	\$18.00	\$20.00	\$22.00
Step 2	\$14.50	\$19.00	\$21.00	\$23.00
Step 3	\$15.00	\$20.00	\$22.00	\$24.00
Step 4	\$15.50	\$21.00	\$23.00	\$25.00
Step 5	\$16.00	\$22.00	\$24.00	\$26.00
Step 6	\$16.50	\$23.00	\$25.00	\$27.00
Step 7	\$24.93	\$25.93	\$26.93	\$27.93
Step progression occurs annually in March				
All FT employees who are at the top or above scale will receive the following increases:				
	3/5/2025	\$1.00		

	3/1/2026	\$1.00		
	3/7/2027	\$1.00		
<b>Part Time Employees</b>	Current	Effective 3/5/2025	Effective 3/1/2026	Effective 3/7/2027
Step 1	\$13.75	x	x	x
Step 2	\$14.00	x	x	x
Step 3	\$14.50	x	x	x
Step 4	\$15.00	x	x	x
Step 5	\$15.50	\$15.50	x	x
Step 6	\$16.00	\$16.00	x	x
Step 7	\$16.75	\$16.75	\$16.75	x
Step 8	\$17.25	\$17.25	\$17.25	\$17.25
Step 9	\$18.00	\$18.00	\$18.00	\$18.00
Step 10	\$18.75	\$18.75	\$18.75	\$18.75
Step 11	\$19.50	\$19.50	\$19.50	\$19.50
Step 12	\$20.25	\$20.25	\$20.25	\$20.25
Step 13	x	x	x	\$21.00
Over & TOS yearly increase		\$0.75	\$0.75	\$0.75
Effective March 2025, employees place at step above previous rate of pay (at least \$0.50), progress to next step every September and March.				
Provided further that employees shall not receive less than ten cents (\$0.10) above federal, state, city or county minimum wage, whichever is higher, during the term of this agreement.				