

## **Tentative Agreement between UFCW Local 663 and King's County Market Andover**

**July 2, 2025**

### **Article 2. Hours of Work.**

**Replace Article 2.5(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 or Employer revokes it. 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).

### **Article 3.3: Holiday Qualifications**

Full-time will be eligible for holiday pay if they are a full-time employee as of the date the holiday(s) occur. All part-time (including Group 3), courtesy and custodial employees will be eligible after they have completed six (6) months of service.

No change to the other provisions in Article 3.

### **Article 9: Bereavement**

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

- A maximum of four (4) days of leave with pay in the event of a death of a spouse, parent, **stepparent**, child or stepchild.
- A maximum of three (3) days of leave with pay in the event of a death of a brother, sister, mother-in-law or father-in-law, grandparent or grandchild.

~~Paid leave for days lost from work for bereavement shall, except in the case of leaves of a spouse, parent or child, be the day of burial and the day or days preceding such burial.~~

No change to the other provisions in Article 9.

### **Article 11: Leaves of Absences**

**New Section 11.11:** 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.

#### **Article 15: Health & Welfare**

- Remove redirect language
- Proposed rates - maintain existing weekly contribution rates through term of agreement:

Composite Rates	Total	Employer Cost	Employee Cost
Full Time	\$287.82	\$257.82	\$30.00
Part Time	\$168.84	\$153.84	\$15.00

#### **Article 16: Arbitration**

##### **Replace language of article:**

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 within thirty (30) days after the grievance is registered (the "Settlement Period"). Any controversy which cannot be so settled within the Settlement Period may be referred to Arbitration within fifteen (15) days after the expiration of the Settlement Period or the grievance shall be deemed automatically withdrawn. 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. If FMCS fails to provide a panel within thirty (30) days of request, the parties will use the Bureau of Mediation Services (BMS) on the same terms set forth above.

Section 16.5: 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 excepting in cases of extension of time mutually agreed upon. The steps to be followed are as follows:

- (A) The complaint must be registered in writing within the specified time limits of the particular type of grievance.

(B) If the complaint is not resolved during the Settlement Period, either party may request arbitration and request a panel from FMCS or BMS, if applicable, within the next twenty one (21) days after the expiration of the Settlement Period.

(C) The arbitration hearing shall be held within six months from the selection of the arbitrator unless the arbitrator is not available or unless the arbitrator is not available within such period.

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

### **Article 23: Waiver**

Increase rate from \$19.33 to \$21.00.

### **Appendices B and C: Minimum Rates**

If this agreement is ratified during the week of July 6, 2025, the wage increase would be applicable starting on July 6, 2025.

#### **Appendix B Minimum Meat Rates**

	7/6/2025	3/1/2026	3/7/2027
Head Meat Cutter	\$32.49	\$33.54	\$34.59
Journeyman Meat Cutter	\$31.49	\$32.54	\$33.59
Modified PT Meat Cutter *	\$21.05	\$22.10	\$23.15

\* Upon successful completion of a twelve (12) month program, Modified PT Meat Cutter will move to Full Time Classified Assistant.

Employees that are above the top of scale will receive the following increases:

	7/6/2025	3/1/2026	3/7/2027
Head Meat Cutter	\$1.05	\$1.05	\$1.05
Journeyman Meat Cutter	\$1.05	\$1.05	\$1.05
Modified PT Meat Cutter	\$1.05	\$1.05	\$1.05

#### **Appendix C Minimum Grocery Rates**

	7/6/2025	3/1/2026	3/7/2027
Assistant Manager	\$31.38	\$32.43	\$33.48
Produce Department Head	\$31.38	\$32.43	\$33.48
Frozen Department Head	\$31.38	\$32.43	\$33.48
Bookkeeper or Head Cashier	\$31.38	\$32.43	\$33.48

Delicatessen Department Head	\$31.38	\$32.43	\$33.48
Company Designated (up to 3 per store)	\$31.38	\$32.43	\$33.48

FT Food Handlers & Pharmacy Employees*	7/6/2025	3/1/2026	3/7/2027
Step 1 (Hire to Year 1)	\$21.00	\$21.00	\$21.00
Step 2 (Year 2)	\$22.75	\$22.75	\$22.75
Step 3 (Year 3)	\$24.50	\$24.50	\$24.50
Step 4 (Year 4)	\$26.25	\$26.25	\$26.25
Step 5 (Year 5)	\$27.79	\$27.79	\$27.79
Step 6 (Year 6)	\$29.33	\$29.33	\$29.33
Step 7 (Year 7)	\$30.38	\$30.38	\$30.38
Step 8 (Year 8)		\$31.43	\$31.43
Step 9 (Year 9+)			\$32.48

Retail Specialist*	7/6/2025	3/1/2026	3/7/2027
Step 1 (Hire to Year 1)	\$17.00	\$17.00	\$17.00
Step 2 (Year 2)	\$17.50	\$17.50	\$17.50
Step 3 (Year 3)	\$18.00	\$18.00	\$18.00
Step 4 (Year 4)	\$19.00	\$19.00	\$19.00
Step 5 (Year 5)	\$19.80	\$19.80	\$19.80
Step 6 (Year 6)	\$22.80	\$22.80	\$22.80
Step 7 (Year 7)	\$23.85	\$23.85	\$23.85
Step 8 (Year 8)		\$24.90	\$24.90
Step 9 (Year 9+)			\$25.95

Classified Assistant*	7/6/2025	3/1/2026	3/7/2027
Step 1 (Hire to Year 1)	\$19.33	\$19.33	\$19.33
Step 2 (Year 2)	\$20.33	\$20.33	\$20.33
Step 3 (Year 3)	\$21.10	\$21.10	\$21.10
Step 4 (Year 4)	\$22.00	\$22.00	\$22.00
Step 5 (Year 5)	\$24.67	\$24.67	\$24.67
Step 6 (Year 6)	\$27.33	\$27.33	\$27.33
Step 7 (Year 7)	\$28.38	\$28.38	\$28.38
Step 8 (Year 8)		\$29.43	\$29.43
Step 9 (Year 9+)			\$30.48

Employees that are above the top of scale will receive the following increases:

	7/6/2025	3/1/2026	3/7/2027
Assistant Manager	\$1.05	\$1.05	\$1.05
Produce Department Head	\$1.05	\$1.05	\$1.05
Frozen Department Head	\$1.05	\$1.05	\$1.05
Bookkeeper or Head Cashier	\$1.05	\$1.05	\$1.05
Delicatessen Department Head	\$1.05	\$1.05	\$1.05
Company Designated (up to 3 per store)	\$1.05	\$1.05	\$1.05
FT Food Handlers & Pharmacy Employees	\$1.05	\$1.05	\$1.05
Classified Assistants	\$1.05	\$1.05	\$1.05

#### **Appendix D Part-Time Minimum Rates (Modified, Regular, Group 3)**

	Years	7/6/2025	3/1/2026	3/7/2027
Step 1	0-1 year	\$14.00	\$14.00	\$14.00
Step 2	1 year	\$14.50	\$14.50	\$14.50
Step 3	6 Months	\$15.00	\$15.00	\$15.00
Step 4	6 Months	\$15.50	\$15.50	\$15.50
Step 5	6 Months	\$16.00	\$16.00	\$16.00
Step 6	6 Months	\$16.75	\$16.75	\$16.75
Step 7	6 Months	\$17.25	\$17.25	\$17.25
Step 8	6 Months	\$18.00	\$18.00	\$18.00
Step 9	6 Months	\$19.10	\$19.10	\$19.10
Step 10	6 Months	\$19.85	\$19.85	\$19.85
Step 11	6 Months		\$20.60	\$20.60
Step 12	6 Months			\$21.35

Employees that are above the top of scale will receive the following increases:

	7/6/2025	3/1/2026	3/7/2027
All Part-Time Positions	\$0.75	\$0.75	\$0.75

### Appendix E Courtesy Part-Time Pay Progression

	7/6/2025	3/1/2026	3/7/2027
0-6 months	\$13.50	\$13.50	\$13.50
6-12 months	\$13.75	\$13.75	\$13.75
12-18 months	\$14.00	\$14.00	\$14.00
18-24 months	\$14.25	\$14.25	\$14.25
24+ months	\$14.75	\$14.75	\$14.75

Employees above scale will receive a \$0.50 increase each year of the contract.

**Add the following language for City, State, or Federal Minimum Wage and Other Wage Increases:** 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.

### **Term of Agreement**

Term of Contract (also Article 32: Term of the Agreement) – three (3) year contract from March 2, 2025 through March 4, 2028.

### **Gift Cards**

The employer will pay each FT and top of scale employee a \$150 gift card to the Andover store.

The Union bargaining committee will recommend ratification.

UFCW Local 663

King's County Market Andover

By: \_\_\_\_\_

By: \_\_\_\_\_

Its: \_\_\_\_\_

Its: \_\_\_\_\_

The Union and King's County Market St. Francis shall sign an amendment to the Labor Agreement dated October 16, 2024, by them to add the same health & welfare terms as the Andover store which shall remain in place through the end of the King's County Market St. Francis Labor Agreement.

UFCW Local 663

King's County Market St. Francis

By: \_\_\_\_\_

By: \_\_\_\_\_

Its: \_\_\_\_\_

Its: \_\_\_\_\_

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