



Highlights of Tentative Agreement for 2 Year Contract with King's County Market St. Francis Effective October 10th, 2026

Union Bargaining Committee

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Summary of Agreement with King's County Market St. Francis

Below is a general summary of highlights of the Collective Bargaining Agreement. Please refer to the actual Tentative Agreement documents for the exact language of the Agreement.

Increase Wages for All Classifications

We won wage increases for all FT and PT employees with improved wage scales for all classifications.

Part time workers in progression will see an increase between **\$0.75/hr to \$1.50/hr** over the life of the contract.

Full time workers in progression will see an increase between **\$1.45/hr to \$3.75/hr** over the life of the contract.

For members in-progression, see your wage scale in the Full Tentative Agreement to find your increase.

<u>Top or Overscale Wages:</u>	<u>Date of Ratification</u>	<u>October 16, 2027</u>
Department Heads:	\$1	\$.60
FT Food Handlers at Top of Scale:	\$1	\$.60
Head Meat Cutter:	\$1	\$.60
Journeyman:	\$1	\$.60
Regular Part Timers at Top of Scale:	\$.85	\$.60
Flex Part Timers at Top of Scale:	\$.75	\$.60
Courtesy at Top of Scale:	\$.55	\$.55

Holiday Pay:

- Reduced years of service required for part timers to qualify for six (6) hours of pay on holidays from 10 years to 5 years.
- Extra floating holiday for all employees who have completed 15 years of service or more.

Vacation

- Reduced years of service required for flex time employees to qualify for two (2) weeks of vacation from 3 years to 2 years.

Health & Welfare

- There will be no change in premiums.
- We've agreed to accept the same deal that is negotiated with the Andover store in March of 2028.

Amended

King's County – St. Francis and UFCWU Local 663
Tentative Agreement 10/16/26

PREAMBLE

WHEREAS, the Employer and the Union each represents that the purpose and the intent of the Agreement is to promote cooperation and harmony, to recognize mutual interest, to promote efficiency and service, to provide a channel through which information and problems may be transmitted from one to the other, to formulate contractual provisions to govern the relationship between the Union and the Employer, and to set forth, herein, the basic agreements covering rates of pay, hours of work and conditions of employment. The Employer agrees that Employees are a valuable resource. The Employer, including its managers, and all Employees shall strive to treat one another with respect and professionalism in their workplace interactions.

Article 1: Union Security

Section 1.5: Probationary Period.

New employees shall be classified as probationary employees during the first thirty (30) days (calendar days) of their employment, and during the probationary period they will have no seniority or right to employment and may be discharged or disciplined with or without cause, and such actions shall not be subject to the arbitrations provisions of Article 16. The Employer may ~~request an additional thirty (30) day extension of~~ extend the probationary period for up to an additional 30 calendar days, and, as long as there is a reasonable basis for the extension, the Union agrees that it will consent to such extension. At the end of the probationary period, such employees will be entered on the seniority list as of their date of hire. However, during the probationary period all other contract provisions shall prevail.

Article 2: Hours of Work Overtime

Section 2.6: All employees shall receive a paid rest period of ten (10) minutes for any three (3) hours worked not to exceed twenty (20) minutes in any workday of less than twelve (12) hours. No rest period shall be provided in any four (4) hour period which is broken by a paid supper period. The parties acknowledge and agree that the rest and meal period provisions set forth in this Agreement are intended to establish the parties' mutually agreed-upon requirements governing employee breaks and, to the fullest extent permitted by applicable law, to waive, supersede, and replace the rest and meal break requirements otherwise imposed by Minnesota law.

Article 3: Holidays

Section 3.1:

Except as provided in Article III, Section 3.1 (A) it is agreed that no clerk shall be required or permitted to work on the following holidays:

New Year's Day	Labor Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

In the week in which a holiday occurs, the basic workweek shall be thirty two (32) hours for full time employees working eight (8) hour days.

It is further agreed that all markets shall be closed on Thanksgiving Day, and Christmas Day regardless of the type of business in which such markets are engaged.

- A. **New Year's Day Memorial Day Independence Day Labor Day:** Employers who desire may operate their stores on these holidays. Stores opened on these holidays will be staffed by volunteers. If there are not enough volunteers available to staff the stores, Employers may at their discretion, schedule the required number from part time employees using reverse seniority. New Year's Day stores may be allowed to be open.

New Year's Day, Memorial Day, Independence Day and Labor Day: Holidays shall be paid at straight time for all hours worked up to eight (8) hours. ~~Regular part time employees with five (5) years or more seniority shall be paid straight time plus one dollar (\$1.00) per hour premium for all hours worked, plus holiday pay.~~

When a full time employee works on these holidays, it will not be considered as working under the overtime provisions outlined in Section 1 of this Article. Employees working these holidays shall also receive holiday pay, if qualified, based on the provision outlined in Sections 3.2 & 3.3 of this Article. Employees working these holidays shall have the option to elect to postpone their holiday pay for the holiday worked in the holiday week in exchange for a floating holiday subject to the same terms and conditions of floating holidays as outlined in Section 3.4, upon preapproval of the Employer.

- B. **Thanksgiving Day:** The Employer may operate on Thanksgiving if, during the life of the agreement a new competitor located within ten (10) miles operates; an old employer remodels and operates; or a Minneapolis store opens.
- C. **Christmas Day:** All markets shall be closed. It is further agreed that all markets shall be closed by 4:00 p.m. Christmas Eve. No employee shall be required to work past 4:30 p.m. on Christmas Eve Day. The basic workweek for full time employees shall be thirty two (32) hours for employees scheduled eight (8) hour days.

Section 3.2: Regular full time employees shall receive eight (8) hours of straight time pay for each of the above listed holidays not worked. Regular full time employees working on the fifth (5th) workday in a holiday week shall be paid the same as the employees who work on the sixth (6th) workday in a regular week.

All part time employees who qualify with the requirements in Section 3.3 and are regularly scheduled to work anytime from Monday through Friday shall receive pay for the above listed holidays as follows:

- A. Employees having ~~ten~~less than five (~~10~~5) years of service ~~or less shall~~ receive four (4) hours pay at their regular straight time rate of pay;
- B. Employees shall receive six (6) hours pay at their regular straight time rate of pay after completing ~~ten~~five (~~10~~5) years of service ~~or more~~.

All hours paid for shall count toward vacations and wage progressions.

Section 3.4: In addition to the calendar holidays set forth in Section 3.1 and Section 3.2, all Food Handler, Courtesy and Custodial employees who are scheduled to work anytime Monday through Friday will receive three (3) additional floating holidays earned on the employee's anniversary date of each year.

Floating holidays are to be taken during the following anniversary year. Floating holidays shall be taken on mutually agreeable days between employee and Employer. One floating holiday may be taken by the employee on the Saturday prior to a vacation week.

Regular full-time employees shall receive a Monday off which shall be followed by a scheduled Tuesday off so that the employee would have three (3) consecutive days from Sunday through Tuesday or another mutually agreed day off. The most senior employee in the store shall have the first preference.

Basis of payment for the above floating holidays is to be eight (8) hours straight time pay for regular full-time employees. Part-time employees having less than ~~ten~~five (~~10~~5) years of service shall receive four (4) hours pay at their regular straight time rate of pay, while those part time Employees who have completed ~~ten~~five (~~10~~5) years of service or more shall receive six (6) hours pay at their regular straight time rate of pay. All Employees eligible under Sections 3.3 and 3.4 who have completed fifteen (15) years of service or more shall receive one (1) floating holiday earned on the Employee's anniversary date each year.

Article 4: Vacations and ESST

Section 4.7: Flex time employees will be eligible for one (1) week of vacation, paid based on their first anniversary. After ~~three~~two (~~3~~2) years of service, flex time employees will be eligible for two (2) weeks of vacation.

Article 6: Discharge

No non-probationary employee shall be discharged without good and sufficient cause. Dishonesty, drunkenness, gross inefficiency, use, possession or being under the influence of illegal control substance(s) (drugs), alcohol, or cannabis (including THC products), theft, harassment, possession of a firearm while on duty, threatening or engaging in violence, vandalism, serious insubordination, or a serious safety violation will be considered as causes for dismissal without progressive discipline. Dismissed drug, alcohol or cannabis (including THC products) offenders who provide the Employer with a certificate of rehabilitation will be reinstated to the extent required by law.

Article 12: Visitation

The Business Representatives of the Union shall be admitted to the workrooms at all times employees of the Bargaining Unit are at work to collect union dues and to satisfy himself that the terms of the contract are being complied with; provided, however, that during weeks in which a holiday identified in Article 3 falls, such access shall be limited to circumstances in which a Union Employee specifically requests representation over a dispute regarding contract compliance. It is understood, however, that the Business Representative will, in advance of a visit, make his presence known to the store manager or his representatives. The Business Representative will not interfere with the

management or operation of the Employer's business or direct any work of any employee.

Article 15: Health and Welfare

Article 15.9:

~~The parties agree that all language,~~ All applicable provisions of this Article 15 shall remain in full force and effect through February 29, 2028 or ratification of the Collective Bargaining Agreement negotiated between UFCW Local 663 and King's County Market Andover, whichever is later. Effective March 1, 2028, or ratification of the Collective Bargaining Agreement negotiated between UFCW Local 663 and King's County Market Andover, whichever is later, this Article 15 shall be amended to incorporate the contribution rates, benefit levels, and other applicable terms ~~in this Article, effective March 2025, shall be renegotiated at the same time~~ then in effect as negotiated between UFCW Local 663 ~~negotiates with~~ and T&K Foods, Inc. (King's County Market — Andover) ~~and replaced with the terms negotiated between UFCW Local 663 and King's County Market — St. Francis at that time.~~

Article 26: Term of Agreement

This Agreement shall supersede all previous agreements, either oral or written and shall be in effect as of October ~~16, 2024~~ 19, 2026, or approval and ratification of this Agreement, whichever is later, and continue in full force and effect through 11:59 p.m. October ~~1920, 2026~~ 2028 and thereafter unless a written notice to be given by either party sixty (60) days prior to October ~~1920, 2026~~ 2028, or the annual anniversary of the contract, provided, however, changes affecting work schedules or seniority shall become effective the first of the week following date of acceptance.

Article 16: Arbitration

Section 16.1: Any complaint to be processed under this Agreement must be registered within ten (10) days by either party to this Agreement except that a complaint as to the payment or non-payment of the applicable wage rate ~~(including any premium or over time 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, premium and overtime rates, and rates for vacation, holiday, or jury pay and bereavement pay. ~~Grievances having to do with the payment or non payment of the applicable wage rate, vacation, holiday or bereavement pay, may be raised at any time during the life of this Agreement and in case of violation, may be enforced retroactively back to the effective date of this Agreement or date of violation, whichever is later except as hereinafter modified.~~

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 ~~promptly~~ within the Settlement Period may be referred to Arbitration. ~~The Bureau of Mediation, State of Minnesota,~~ 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 ~~five~~ seven (57) arbitrators, all of whom are members of the National Academy of Arbitrators, from which the arbitrator will be selected.

The panel of ~~five~~ seven (57) arbitrators furnished by the ~~State Bureau of~~ 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.

~~Mediation: Prior to arbitration, any discharge of dispute that cannot be resolved may be referred to the State of Minnesota Bureau of Mediation Services in an attempt to reach an agreement on resolution. If either the Union or the Employer wishes to submit the dispute or discharge to non-building mediation it shall do so in writing within ten (10) calendar days following the exhaustion of the previous steps.~~

Section 16.3:

The expense of the arbitrator shall be divided equally between the Employer and the Union

Section 16.4:

~~The retroactive effect of an award of back pay for employee or employees in a dispute shall be limited to sixty (60) days prior to the time the question or grievance is raised with the particular Employer involved in all cases where a question involved is the proper wage rate for the particular work being performed by the employees. This limitation shall apply only to cases of interpretation of the Contract where the terms are unclear and susceptible to honest differences of opinion as to meaning, and such differences exist between the Employer and the Union.~~

Section 16.5:

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 the contract for each step or in case of failure to abide by an arbitration award.

Section 16.6 16.5:

Failure to comply with the time limits set forth in Steps ~~1A~~, ~~2B~~, and ~~C~~ below ~~may, will~~ result in an automatic decision ~~or 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) ~~1-~~ The complaint must be registered in writing within the specified time limits of the particular type of grievance.
- (B) ~~2-~~ If the complaint is not ~~satisfactorily~~ resolved during the Settlement Period, either party may request arbitration ~~within the next ten (10) day period and request a Panel from the Bureau of Mediation, State of Minnesota 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) ~~3-~~ The arbitration hearing shall be held within ~~a ten (10) day period unless there is a mutual agreement to extend such hearings~~ 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.

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Paul Shum

UFCW 663

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10/16/2026

Bob King

Oct 16, 2026
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Summary report: Litera Compare for Word 11.13.0.54 Document comparison done on 10/16/2026 4:42:04 PM	
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Employer agrees that these wages shall be effective October 19th, 2026, conditional upon all the terms of this tentative agreement being ratified no later than October 23, 2026.

Classification			
<u>Department Head</u>	<u>Current</u>	Ratification Date	16-Oct-27
Assistant Manager	34.25	35.25	35.85
Produce Dept Head	34.25	35.25	35.85
Frozen Food Dept Head	34.25	35.25	35.85
Bookkeeper or Head Cashier	34.25	35.25	35.85
Deli Dept Head	34.25	35.25	35.85
Company Designated (up to 3 per store)	34.25	35.25	35.85
<u>Full-time Food Handlers</u>		Ratification Date	16-Oct-27
0-12 months	18	20	20
1-2 years	19.5	21.75	21.75
2-3 years	21	22.5	22.5
3-4 years	22	23.5	23.5
4-5 years	23.5	24.5	24.5
5-6 years	24.75	25.5	25.5
6-7 years	26	26.5	26.5
7-8 years	27.5	27.5	27.5
8-9 years	28.95	28.95	28.95
Over Top Scale		1.00	0.60

<u>Meat Department</u>		Ratification Date	16-Oct-27
Head Meat Cutter	34.25	35.25	35.85
Journeyman	32.95	33.95	34.55
<u>Regular Part-Time Food Handlers</u>		Ratification Date	16-Oct-27
Step 1	14	14.5	14.5
Step 2	14.5	15	15
Step 3	15	15.25	15.25
Step 4	15.25	15.5	15.5
Step 5	15.5	15.75	15.75
Step 6	15.75	16	16
Step 7	16	16.5	16.5
Step 8	16.5	17	17
Step 9	17	17.5	17.5
Step 10	17.5	18	18
Step 11	18	18.5	18.5
Step 12	18.5	18.75	18.75
step13		19.25	19.25
step 14		20.00	20.00
Over Top Scale		0.85	0.60
Regular Part Time Food Handlers move to the next Step every 6 months			
<u>Flexible Part-time Employees</u>		Ratification Date	16-Oct-27
0-500 hours	13.50	14.50	14.50
501-1,000 hours (each additional 500 hours in classification)	14.00	15.00	15.00

1,001-1,500 hours (each additional 500 hours in classification)	14.50	15.25	15.25
1,501-2,000 hours (each additional 500 hours in classification)	15.00	15.50	15.50
2,001-2,500 hours (each additional 500 hours in classification)	15.25	15.75	15.75
2,501-3,000 hours (each additional 500 hours in classification)	15.50	16.00	16.00
3,001-3,500 hours (each additional 500 hours in classification)	15.75	16.50	16.50
3,501- 4,000 hours (each additional 500 hours in classification)	16.00	17.00	17.00
4,001 – 4,500 hours (each additional 500 hours in classification)	16.50	17.50	17.50
4,501 -5100	17.00	18.00	18.00
5101-5700	17.50	18.50	18.50
5701-6300	18.00	18.75	18.75
6301-6900	18.50	19.25	19.25
6901-7500		20.00	20.00
Over Top Scale		0.75	0.60
<u>Courtesy Employees</u>		Ratification Date	16-Oct-27
0-12 months	13.50	14.25	14.50
1-2 years	14.50	14.75	15.25
2+ years		15.25	15.50
Over Top Scale		0.55	0.55


 UFCW 663
 10/16/2026


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