Highlights of Tentative Agreement for 3 Year Contract with Linden Hills Co-op
Effective October 1, 2026 - September 30, 2029

Union Bargaining Committee

Donna Carter, Grocery | Carly Idema, Grocery | Gus Gustafson, Deli
Kieran Ryan, Front End | Bryn Osborne, Organizer | Jess Alexander, Organizer
Michael LaCoste, Secretary-Treasurer

Summary of Agreement with Linden Hills Co-op

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.

The highlights include:

- Wages:

  Wage Increases of $1.90-$3.40 over the term of the Agreement (Average Increase of 13.3%)
  - 50 members will receive the max increase of $3.40
  - 13 highest paid individuals in their Level will not be eligible for any DOH anniversary increases
  - Ensures the lowest paid employees see the greatest increases

  Eliminate wage grids, adopt Start Rate and Top Rate for each grade; rates increase each year

Raise on anniversary of contract	+	Raise on anniversary of hire date
$0.50 Increase Retro to Oct 1, 2026	+	$0.50 Increase Anniversary of hire date*
$0.65 Increase Oct 1, 2027	+	$0.50 Increase Anniversary of hire date*
$0.75 Increase Oct 1, 2028	+	$0.50 Increase Anniversary of hire date*

  * Eligible if below the Top Rate for the Level (Grade) of the position; All employees receive Contract Anniversary Increases, even if at or above Top Rate

- Health Insurance:
  - Update CBA to Include 2027 Healthcare Rates (lock in the increased employer contributions)

- Holidays:
  - Juneteenth added as a Paid Holiday
  - New Years Day made a 1.5x Holiday for hours worked

- Management withdrew their proposal to remove Assistant Managers from the Union and committed to not attempt to remove them during the Agreement

- Time Off
  - Change Full-Time Frontloaded ESST to Per Pay Period Accrual (transition means keep frontloaded amount and start accruing)
  - New employees get frontloaded 8 hours of ESST
  - Increase maximum Vacation Hours from 160 to 200 hours
  - Increase Vacation Accrual for 0-2 Years (an additional day accrued per year)
  - Maintain Unpaid Time Off as an option
  - Bereavement - expand to more relations
  - Improved Union Leave language

- Increase Boots/Shoes reimbursement and allow partial use for ergonomic inserts

TENTATIVE AGREEMENT

Wedge Linden Hills to UFCW 663

10/30/2026

4:15pm

- All TAs to date
- All proposals not incorporated here are withdrawn

- **Duration:** 3 year
- **Wages (Counter to Union E2)**

  Experience/Employment Anniversary Increases: Employees receive $0.50 raises on their experience/employment anniversary date and the contract anniversary raises until they reach the top pay rate for their Level (in the scale below) at which point they will transition to only receiving contract anniversary increases

  Contract Anniversary Increases for Current Employees During Term of CBA

  - October 1, 2026 (assuming TA reached during CBA extension)
    - All current employees as of ratification receive $0.50/hr increase

  - October 1, 2027
    - All current employees as of October 1, 2027 receive $0.65/hr increase

  - October 1, 2028
    - All current employees as of October 1, 2028 receive $0.75/hr increase

  Add language:

Employees who are earning at or over the top rate for their level receive the contract anniversary increases as scheduled, but do not receive experience/employment anniversary increases.

- Replace Scales in Appendix A-3 with the following:

  Effective 10/1/2026:

Effective 10/1/2026	Level 1	Level 2	Level 3	Level 4	Level 5
Start Rate	$19.75	$20.25	$20.75	$21.50	$22.25
Top Rate	$24.75	$26.75	$27.75	$28.75	$29.75

Effective 10/1/2027	Level 1	Level 2	Level 3	Level 4	Level 5
Start Rate	$20.00	$20.50	$21.00	$21.75	$22.50
Top Rate	$25.25	$27.25	$28.25	$29.25	$30.25

Effective 10/1/2028	Level 1	Level 2	Level 3	Level 4	Level 5
Start Rate	$20.25	$20.75	$21.25	$22.00	$22.75
Top Rate	$25.75	$27.75	$28.75	$29.75	$30.75

  [Maintain Job Title Grid]

- **Health Insurance – retain existing contract language and add:**

  During the term of the agreement, the employer may elect, at its sole discretion, to change its benefit plans to the UFCW MRMC Health Fund at the

breakeven/true-cost rates and the cost-share of the overall premiums shall be at the percentages above for medical.

New content of Appendix A-4

2027 Cost Per Month			
MEDICAL:	Single	EE +1	Family
3 For Free	1,078.01	2,123.80	3,054.57
ER	790.01	1,287.80	1,728.57
EE	288.00	836.00	1,326.00
Traditional	1,025.31	2,019.22	2,903.82
ER	789.31	1,287.22	1,727.82
EE	236.00	732.00	1,176.00
HSA 1750	1,075.45	2,118.54	3,046.96
ER	779.45	1,286.54	1,726.96
EE	296.00	832.00	1,320.00
DENTAL:	Single	EE +1	Family
Distinction	47.06	85.41	135.28
ER	15.06	19.41	23.28
EE	32.00	66.00	112.00

- **Vacation :**

SECTION 10.1: VACATION ACCRUAL

Employees will accrue vacation at the rates set forth below:

Years of Service	Accrual Rate	Days of Vacation
0-2	~~.0269 hours/hour~~	~~7~~ 8 days
3-5	.0400 hours/hour	10 days
6-9	.0623 hours/hour	15 days
10+	.0835 hours/hour	20 days

*Accruals are based on regular, jury duty, and overtime hours only.

SECTION 10.5: PAY OUT

The maximum number of vacation hours that an employee may have at the end of the fiscal year (June 30) is ~~one hundred sixty (160)~~ two hundred (200) hours. Any vacation hours in excess of ~~one hundred sixty (160)~~ two hundred (200) hours will be forfeited.

Employees will be paid out for all accrued and unused vacation (up to one hundred sixty (160) hours) and Sick and Safe Time (up to eighty (80) hours) upon termination of employment.

- **Union E7 –:**

SECTION 8.2 B: TOOLS, BOOTS, and UNIFORMS

A. B. Work Shoes: The Employer shall provide all employees who require work boots or non slip safety shoes to perform their job duties with ~~$75~~ $100 per calendar year for work boots or non-slip safety shoes. Such employees shall be allowed to accrue up to a total of ~~$225~~ $300 over a three (3) year period for the purpose of purchasing work boots or non-slip safety shoes. Up to $50 of the annual allocation may be used to purchase ergonomic inserts. In order to receive these funds, employees must provide the Employer with proof of purchase.

[HR will make an effort to add employee usage or available balance in HR portal, if possible]

- **Union E8 –**

SECTION 10.4: HOLIDAYS

A. There will be four (4) paid holidays: Juneteenth, Labor Day, Thanksgiving Day, and Christmas Day per calendar year.

G. There will be ~~three (3)~~ four (4) time and 1/2 holidays: New Year's Day, Memorial Day, Independence Day, and Christmas Eve. Hourly employees who work on a listed unpaid holiday will be paid at one and one-half ($1^1/_2$) times their regular rate of pay for all hours worked.

- Union would TA - Co-op package proposal on Co-op Proposals 4-6 on 9/24/26 at 4:20pm (see in non-economic TAs-FT/PT/Sub language)

- Union would TA Co-op proposal 26 as revised on 9/24/26 at 10am (see in non-economic TAs-Bargaining Committee)

- LOAs - TA 10/9/2026
  - Agreement, with the following:
    - New Article "Miscellaneous"
    - Add language to Article 10 referencing policy for PTO donation
    - Add Kitchen Staff to Appendix A (Level 1)
    - Delete/discontinue Conflict with State or Federal Benefits
- As part of package, Co-op would withdraw Co-Op Proposal 24 – agree assistant managers remain in unit for duration of CBA

Non-Economic Tentative Agreements

Bereavement Leave

Replace SECTION 13.3: BEREAVEMENT LEAVE:

A. All employees shall be entitled to paid leave for bereavement of a family member, including your spouse or domestic partner's family member. Up to five (5) days are provided for spouse, domestic partner, parents, step-parents, parents-in-law, siblings, step-siblings, children, step-children. Up to three (3) days are provided for grandparents, grandparents-in-law, grandchildren, grandchildren-in-law, aunts, or uncles.

B. If the death occurs while the employee is on vacation, the employee will be allowed to extend their vacation by the number of days provided in the leave, or may use their vacation days at a later date.

C. Employees may be granted additional funeral leave by mutual agreement. Employees may use accrued paid time off benefits or take the time unpaid if no paid time off is available.

D. Employees may request time off on short notice for grieving other family members, loved ones, or pets not covered by paid bereavement leave. Such requests will not be unreasonably denied.

Transgender Workers

Amend SECTION 8.8: TRANSGENDER WORKERS:

If any worker is transgender, or intends to or is going through a transition in gender identity (with or without surgery or therapy), chooses to disclose, and asks for Employer accommodation:

A. The Employer, employee, and the Union will mutually agree on:

- a way to notify coworkers of the worker's status or transition;
- creating safe work areas for the worker;
- requesting everyone at the workplace or engaged in the Employer's business to speak or refer to transgender workers by the names they choose and the pronouns they identify with.

B. The Employer will change all legal and financial records so that all records use the names transgender workers choose and the pronouns they identify with when worker provides a government issued ID. When an Employee uses a name and pronouns which may be different from their legal name, the Employer will use such preferred name and pronouns on all public facing documents (e.g. ID badges, seniority lists, etc.). The Employer will also update any photographs, including identification badges, unless the worker requests otherwise.

C. The Employer and the Union will mutually agree on:

- Developing a training for coworkers and managers, including the schedule for and frequency of the training;

- Designating at least one restroom as gender neutral;
- Notifying all workers that transgender workers may use the restrooms and changing rooms designated for the gender they identify with.

Job Postings

The Employer will post all openings for bargaining unit positions for at least seven (7) calendar days and will promote from within the bargaining unit qualified employees with six (6) months or more seniority. Employees will be allowed to apply and be considered for all openings, if they have the ability and availability to perform the duties required by the position for which they are applying. Neither the Employer nor the Union will make any attempts to prevent or dissuade employees from applying for or accepting a position. The Employer will, through an interview process, determine and select the most qualified candidate for the position. If two (2) or more candidates for a particular position are equally qualified for a bargaining unit position, the Employer will select the most senior candidate.

Bargaining unit job postings will include job classification (e.g. full-time, part-time), rate of pay, estimated number of work hours per week, and bargaining unit status of the position.

Language Premium

Amend first paragraph of Section 7.5B on Language Premium:

> Language premium – Employees who are fluent in English and either Spanish or Somali to provide improved customer service shall receive a $.50 hourly premium.

Personal Calls & Messages

SECTION 8.6: PERSONAL CALLS AND MESSAGES

> The Employer recognizes that employees may occasionally need to place or receive personal phone calls during the course of the workday. Employees should confine such calls to non-working times such as breaks or meal periods. Personal calls may not be placed or received on the sales floor. The placing or receipt of telephone calls should not interfere with an employee's ability to effectively perform in their position, or interrupt the work performed by coworkers.
>
> The policy applies equally to personal cell phones. Unless necessary for work purposes employees may not make phone calls, read or send e-mails, text messages, instant messages, or access the internet from their cell phones or other wireless devices during working times. Similarly, for safety and other reasons, employees may not ~~listen to iPods or similar MP3 devices using~~ use earphones/earbuds/headsets on the sales floor ~~or in backroom areas~~ at any time while the store is open. During store operating hours, employees ~~in non customer facing areas~~ may use earphones/earbuds/headsets only when:

- Performing work while seated at a desk, or
- Working in the Dishwasher position.

In all cases, earbud use must not interfere with or compromise safety, communication, customer service, or the employee's ability to effectively perform their job duties. Employees must keep the volume low enough to hear others speaking at a normal volume and to remain aware of their surroundings.

Employees who repeatedly fail to use earbuds appropriately may be subject to corrective action.

Sick & Safe Time

SECTION 10.3: SICK AND SAFE TIME LEAVE

All ~~TCCP~~ bargaining unit employees are eligible to accrue paid Sick and Safe Time leave at an accrual rate of .0334 hours per hour worked, with a maximum accrual of forty-eight (48) hours per year. Unused Sick and Safe Time leave may be carried over to the next year, not to exceed a maximum of eighty (80) hours. The "Benefit Year" for Sick and Safe Time under this article will begin on the employee's first day of employment and run from anniversary date to anniversary date.

The Sick and Safe Time ordinances are intended to allow employees to care for themselves and family members, making a healthier, more secure, and more productive community. If you plan to use Sick and Safe Time leave for scheduled appointments, notify your supervisor as far in advance as reasonably possible. Employees may be asked to provide a documented explanation to Human Resources for absences of more than three consecutive days. For unscheduled Sick and Safe Time leave, please contact your supervisor immediately, prior to your scheduled start time.

~~All full-time employees will be frontloaded (48) forty-eight hours paid Sick and Safe time, the maximum amount of paid Sick and Safe time a year.~~

~~All full-time employees working prior to January 1 of 2024 will receive their frontloaded (48) forty-eight hours of paid Sick and Safe time on January 1 of each year.~~

~~All full-time employees hired after January 1 of 2024 will receive their frontloaded (48) forty- eight hours of paid Sick and Safe time on their anniversary each year.~~

~~All part-time employees will accrue paid Sick and Safe Time leave at an accrual rate of .0334 hours per hour worked, with a maximum accrual of forty-eight (48) a year.~~

~~Any full-time employee who chooses to change status to part-time or substitute will keep their previous (48) forty-eight hours of frontloaded paid Sick and Safe time given when previously full-time. Then on their anniversary date each year will begin accruing paid Sick and Safe time at an accrual rate of .0334 hours per hour worked, with a maximum accrual of forty-eight (48) a year.~~

Any part time or substitute employee who chooses to change status to full time will keep their previously accrued paid Sick and Safe time ~~and immediately be frontloaded the remainder of paid Sick and Safe time at the maximum (48) forty-eight hours per year. They will then be frontloaded (48) forty-eight hours of paid Sick and Safe time on their anniversary date(s) thereafter.~~

~~Substitute employees will accrue paid Sick and Safe Time leave at an accrual rate of .0334 hours per hour worked, with a maximum accrual of forty-eight (48) a year.~~

Employees can use their leave for all the reasons outlined below:

• Treatment, recuperation, or preventative care for a medical or mental health condition, illness, or injury.

• To seek law enforcement, counseling, or other services for domestic abuse, sexual assault, or stalking.

• Closure of an employee's place of business for public health reason.

• Needs related to medical health, mental health, or physical safety of a family

Additional Language and Agreements

A. Co-op will agree to frontload one vacation day for new employees upon hire; will not be paid out if employee does not complete probationary period (language to be added to vacation section)
B. Employees, upon request, be allowed to use PTO/Vacation time when absent for Sick & Safe Time purposes and have exhausted their balance (would not excuse the absence, but ensure no loss of pay)
C. Transition note: Employees who are currently frontloaded shall keep their frontloaded balance. Accrual shall begin at the start of new CBA.
D. Amend Employer Payout proposal to ensure full payout of unused vacation time, but not ESST unless at least 1 year seniority at termination of employment.
E. Employees may be allowed to take time off without pay. Such requests will not be unreasonably denied.

Promotion to Higher Classifications

Add new Section 7.3 C:

Employees regularly working three or more full shifts per week in a higher paid classification, on more than a temporary basis, shall be promoted to that higher classification.

Union and SPUR Leave

Replace Section 13.10 SPUR Leave with the following language and remove Section 6.5:

SECTION 13.10 UNION LEAVE

A. ELECTED OFFICERS. Up to one (1) employees, with at least one (1) year of seniority, who are is elected to the Union Executive Board shall be released from work, on unpaid leave, to participate in required Executive Board meetings, provided the Union gives at least sixty (60) days' notice to the Employer. The Union will provide the Employer with the schedule of such meetings with as much advance notice as possible.-The Employer will not be required to grant more than two (2) days of leave per month and more than fifteen (15) days annually under this provision.

B. ELECTED DELEGATES. Up to one (1) employees, with at least one (1) year of seniority, who are is elected to be UFCW International Convention Delegates shall be released from work, on unpaid leave, for up to seven (7) consecutive days to attend and participate in Convention, provided the Union gives at least forty-five (45) days' notice to the Employer.

C. SHORT-TERM UNION LEAVE. Employees shall be released from work, on unpaid leave to attend Union training, not to exceed three (3) consecutive days at a time, provided the Union gives at least thirty (30) days' notice to the Employer. No more than four (4) employees shall be released at the same time, provided no more than one (1) employee from any single department, unless mutually agreed to by the Employer. Requests for short-term union leave may be denied, in whole or in part, by the Employer during: the holiday season November 1 to January 1, a major promotion in the employee's assigned home department, or if granting the requests would result in more than 6 days of absence in the aggregate in a calendar year.

D. SPECIAL PROJECT UNION REPRESENTATIVE (S.P.U.R.) LEAVE. The Employer agrees that it will provide an unpaid leave of absence for a period of time, no less than thirty (30) days and no more than six (6) months in duration, for an employee requested by the Union to assist the UFCW International or the Local for temporary work as a Union Representative. The Union will provide at least sixty (60) days' notice of their desire to take such a leave. It is understood that the Union will promptly make payment to the Employer any expenses necessary to continue the employee's participation in any employee benefit programs as provided by the Agreement during this leave of absence. Only one (1) employee may be on S.P.U.R. leave at a given time.

E. The Employer may, in its sole discretion, deny a request for Union leave of any type under Section 13.10 that would result in more than one (1) employee being absent

from a given department for a Section 13.10 leave on the same day and/or any request for a Section 13.10 leave that would result in more than four (4) employees being absent from the store on a given day.

Training Checklists

SECTION 3.7 TRAINING CHECKLIST

There will be a training checklist for each position in the store to address all job duties and work safety. The Employer will complete the training checklist within thirty (30) days of an employee starting in their new position or as soon as practicable thereafter. Where practicable, for tasks specific to inventory, the Employer will complete inventory specific items within ninety (90) days of an employee starting in their new position.

FT/PT/Sub Hours

SECTION 4.1 FULL TIME

A full-time employee shall be defined as an employee who is guaranteed to be regularly scheduled to work and averages at least thirty (30) hours per week.

Employees will be allowed to work on a part-time basis only by mutual agreement. A request to work on a part-time basis will not be unreasonably denied, and the decision as to whether or not to allow an employee to work on a part-time basis will be based on business need.

SECTION 4.2 PART-TIME

A part-time employee shall be defined as an employee who is regularly scheduled to work less than thirty (30) hours per week but guaranteed at least fifteen (15) hours per week. A part-time employee may request and choose to waive the fifteen (15) hour guaranteed and be regularly scheduled to work fewer hours per week.

SECTION 4.4 SUBSTITUTE EMPLOYEE

A substitute employee shall be defined as an employee who works a flexible schedule of less than fifteen (15) hours per week for an indefinite period of time. To maintain active substitute employee status, a substitute employee must work at least one (1) shift every sixty (60) days. Employees will be allowed to work on a substitute basis only by mutual agreement. A request to work on a substitute basis will not be unreasonably denied, and the decision as to whether or not to allow an employee to work on a substitute basis will be based on business needs. A substitute employee shall not be eligible for any benefits (e.g., health/dental/vision insurance, short/long term disability insurance, life/accidental death and dismemberment insurance, 401(k), vacation pay, etc.) specified in this Agreement other than rate of pay.

There shall be a maximum of ten (10) substitute employees at the Linden Hills location. Substitute employees shall be entitled to all other rights and privileges of the contract not

specifically spelled out. Substitute employees shall be considered for regular positions before the Employer hires outside the store. Substitute employees shall not be used in any way that would decrease hours for regular part-time or regular full-time employees.

Breaks Language

SECTION 6.4 BREAKS ~~AND MEAL PERIODS~~

A Restroom Breaks: Employees will be given restroom breaks as needed during their shift; such time will be exclusive of ~~meal~~ paid break periods.

B. ~~Meal~~ Paid Break Periods: Employees working at least four hours will be provided with paid ~~meal~~ break ~~-~~periods during their shift. During this time, employees will be relieved from all work responsibilities. Paid ~~meal~~ break ~~–~~periods are determined by the number of hours an employee is punched in working (~~exclusive of~~ not including time spent on ~~–~~paid ~~meal~~ break period). All staff must clock in and out on the timeclock to track their paid ~~meal~~ breaks. ~~This procedural change and any errors associated shall not lead to accrual of attendance points.~~

Employees working at least:

4 hours but less than 6 hours will receive a 15 minute paid ~~meal~~ break.
6 hours but less than 8 hours will receive a 30 minute paid ~~meal~~ break.
8 hours but less than 10 hours will receive a 45 minute paid ~~meal~~ break.
10 hours or more will receive a 60 minute paid ~~meal~~ break.

The parties acknowledge that the agreement regarding break periods is made in lieu of providing meal and rest breaks in the form otherwise required by Minnesota Statute.

C. Breaks for Nursing Parents: The Employer will provide a private secure location (not a toilet stall) and reasonable paid break time as frequently as needed each day to employees who need to nurse or to express milk for their infant child(ren). Where possible, employees are encouraged to coordinate nursing breaks with existing paid breaks; however, employees will not be required to limit nursing break to scheduled break times. ~~Breaks in excess of paid meal period will be allows.~~ Employees will not be discriminated against or retaliated against for exercising their rights as nursing parents.

D. Upon request, the Employer may in its sole discretion allow employees to take up to thirty (30) minutes of additional unpaid mealtime in conjunction with their paid meal period and of allowing paid meal periods to be broken up into multiple breaks (examples: 1 – 30 min., 2- 15 min., 3-10 min.)

Probation Period

Amend Section 9.2:

All newly hired employees will be on probation for forty-five (45) calendar days and will thereafter attain seniority with the Employer, with seniority reverting back to the first day of

active employment in the bargaining unit. The Employer may, at their sole discretion, extend an new hire's probationary period by an additional forty-five (45) calendar days, provided that the Employer provides advanced written notice of the extension to the Union via email.

PTO Pay Out

Employees will be paid out for all accrued and unused vacation (up to two hundred (200) hours) and Sick and Safe Time (up to eighty (80) hours) upon termination of employment, except employees who depart prior to the end of their probationary period will not be paid out for the value of the frontloaded eight (8) hours of vacation.

Grievances

SECTION 12.1

D. Grievances regarding discharge or discipline without just cause must be filed in writing with the Employer and the Union within fifteen (15) calendar days after the receipt of the discharge notice and thirty (30) calendar days after the receipt of any discipline by the employee. Any other claimed grievance of any kind to be acted upon or accepted as valid for any reason must be filed in writing with the Employer and the Union within thirty (30) calendar days after the employee has knowledge of the occurrence giving rise to the grievance. ~~Regardless of the date of filing~~With respect to a timely filed grievance, the employee will receive the full back pay to which the employee is entitled for a valid grievance and shall be collectable over a period of time covering two (2) years or back to the effective date of the Agreement, whichever is more.

Mediators

SECTION 12.2

Any discharge or dispute that cannot be resolved under the provisions of Section 12.1 may be referred by mutual agreement to a mediator ~~Federal Mediation and Conciliation Services (FMCS)~~ in an attempt to reach an agreement on a resolution. The party wishing to submit the dispute or discharge to nonbinding mediation shall do so in writing within fifteen (15) calendar days following the exhaustion of the remedies in Section 12.1. ~~The~~ Either party ~~parties, by mutual agreement,~~ may elect to bypass mediation and refer the matter directly to arbitration.

Safety Committee

Amend Section 14.5: Employee Safety

A safety committee composed of no less than ~~one (1) Union steward and~~ one (1) bargaining unit employee from each area of the store selected by the Union and up to an equal number of management representatives, unless mutually agreed otherwise, will meet at least quarterly to address safety conditions in the store. Notes of the safety committee meetings will be kept and a copy provided to the Union.

Bargaining Unit Work

It is agreed and understood between the Union and the Employer that they have a mutual interest in protecting work opportunities for all members of the bargaining unit. It is agreed that the overall volume of work traditionally performed by the bargaining unit shall continue to be performed by bargaining unit members.

Non-bargaining unit employees may perform basic bargaining unit work to assist with store operations during holidays, major promotions, and unforeseen circumstances such as multiple callouts, power outages, or other store emergencies. ~~When foreseeable, a~~Available hours and/or shifts shall be offered to qualified bargaining unit members, including substitutes, prior to asking assistance from non-bargaining unit employees.

Bargaining Committees

C. Bargaining Committee. The Employer agrees to release from work to participate in bargaining for a successor CBA up to one (1) employee from each department, provided they have been designated by the Union as member(s) of its bargaining committee and provided the Union has given the Employer notice of the members of its bargaining committee at least four weeks in advance. Employees identified as members of the Union's bargaining committee for with less than four weeks' advance notice and for whom the Union seeks excused absences may be released from work to attend bargaining if the Employer determines it can accommodate their absence consistent with the needs of the business.

PFMLA Article

Section 13.

Add "Minnesota Paid Family Leave" to paragraph A.

Section 13.6 Family and Medical Leave Act or State or Local Family and Medical Leave

Employees shall not be required to use their paid vacation or personal time during any leave period which is covered by the Family and Medical Leave Act, Minnesota Paid Family Leave Act, and/or Minnesota Parental Leave.

DELETE LANGUAGE RELATED TO SICK AND SAFE TIME (covered by 10.3 and parties' TA) and add:

The Employer will maintain and may amend legally compliant policies regarding Minnesota Paid Family and Medical Leave. The Employer will pay 50% of the cost of premiums and may elect, at its discretion, to provide the required insurance through the State or an approved private plan. Employees will be allowed to use other paid time off benefits as "supplemental benefits" while receiving PFML benefits.

Housekeeping/Minor Corrections/LOA Incorporation

Secure FTP for SSN Info

- Co-Op and Union agree to set up a secure FTP through which to transfer sensitive employee data and information, including SSNs.

Management Rights

- Remove inaccurate header and update language

ARTICLE 23: MANAGEMENT RIGHTS

Except as expressly modified or restricted by the express terms of a specific provision of this Agreement, all managerial rights, prerogatives, and functions are retained by the Employer. The Employer shall have the right to establish reasonable rules pertaining to the operation of the store and permissible conduct of employees, subject to the grievance and arbitration process.

RESERVED RIGHTS

It is agreed that the industrial relations concept of "Reserved Management Rights" is hereby Incorporated into this Agreement for the purpose of reserving to the Employer any and all rights with respect to decision-making which is attendant with ownership and the management of the business not otherwise clearly limited by expressed terms contained in this Agreement and intended by the parties for that exact purpose. The enumeration of Management's Rights in this Agreement shall not be deemed to exclude other rights of Management not specifically set forth. The Employer, therefore, retains all rights not otherwise specifically covered by this Agreement.

~~TO TRANSFER EMPLOYEES~~ *(delete header as inaccurate, because below language goes beyond transferring)*

The Employer shall remain vested with full and exclusive control of the management and operation of the ~~plant~~ store and with direction and supervision of the workforce ~~working forces~~, including its right to hire, suspend, or discharge employees for proper cause; or to transfer employees temporarily or permanently to new duties; or to relieve employees from duty because of lack of work or for other legitimate reasons; or to schedule its operations; or to extend, limit, curtail, or reschedule its operations, when in its sole discretion it may deem it advisable to do so, except as specifically set forth otherwise in this Agreement.

Article 16-Short Term Disability

- Short term disability coverage has changed

16: ~~SHORT-~~/LONG-TERM DISABILITY INSURANCE

During the term of this Agreement, the Employer will make available to employees covered by this Agreement the ~~short- and~~ long-term disability benefit plans that it may provide to

employees not covered by this Agreement. In order to participate in such plans, employees must satisfy the eligibility requirements of those plans. Insofar as possible, all the terms of the ~~short- and~~ long-term disability benefit plan~~s~~ as ~~they~~ it exist~~s~~ and ~~are~~ is amended from time to time for employees not covered by this Agreement shall be applied to the employees covered by this Agreement. The Union agrees and acknowledges that the Employer may, in its sole discretion, automatically and unilaterally apply to employees covered by this Agreement any changes in the terms of the ~~short-and~~ long-term disability benefit plan~~s~~ that ~~are~~ is applied to employees not covered by this Agreement during the term of this Agreement. Should the Employer choose to eliminate the ~~short- and~~ long-term disability benefit plans referred to in this Article, before doing so, the Employer agrees to meet with the Union to negotiate the effects of any such plan elimination.

~~Short Term Disability —~~

~~Eligibility: Full-time employees are eligible for coverage on the first day of the month after sixty (60) days from date of hire.~~

~~Employer contributions: Employer pays the full premium (as set by the provider). Employee pays income tax on the premium paid on their behalf.~~

Long Term Disability —

Eligibility: Full-time employees are eligible for coverage on the first day of the month after sixty (60) days from date of hire.

Employer contributions: Employer pays the full premium (as set by the provider). Employee pays income tax on the premium paid on their behalf.

Personal Calls and Messages

- Strike “Meal Period,” no longer using that language

1. SECTION 8.6 PERSONAL CALLS AND MESSAGES

The Employer recognizes that employees may occasionally need to place or receive personal phone calls during the course of the workday. Employees should confine such calls to non-working times such as breaks ~~or meal periods~~. Personal calls may not be placed or received on the sales floor. The placing or receipt of telephone calls should not interfere with an employee's ability to effectively perform in their position, or interrupt the work performed by coworkers,

Language Premium

- Duplicate language removal

Section 7.5

Interpretation – This premium may be paid to employees who self-identify and who are primarily (or are readily) available to assist in business operations of Wedge Linden Hills. ~~Employees have the option to opt out of doing interpretation and will notify the Employer. However, if this premium is given to the employee, the employee shall perform interpretation duties.~~ The Labor Management committee shall determine the method to determine if the employee is fluent and if additional languages may get this language premium.

Weingarten Rights

Language will be added to the back of the contract

Your Weingarten Rights:

In 1975, the U.S. Supreme Court ruled in the Weingarten decision that an employee is entitled to have a union representative present during any interview which may result in the employee's discipline. It is up to you to insist on union representation. If you fail to do so, you may waive your rights.

If you are called into a meeting with any management representative and have reason to believe that disciplinary action may result, read them your Weingarten rights:

"If this discussion could in any way lead to my being disciplined or terminated, I respectfully request that my union representative or steward be present at this meeting. Without representation, I choose not to answer any questions."

Do the following:

1. Ask your supervisor if you might be disciplined as a result of the interview. If your supervisor says "No," ask for a written statement to that effect. If your supervisor gives you such a statement, you must participate in the interview. If not, read your supervisor your Weingarten rights, remain for the meeting, take notes, and afterwards immediately contact your union representative.

2. If your supervisor says you might be disciplined but will not allow you to have a union representative present, read the supervisor your Weingarten rights, stay in the room, take notes, and do not respond to any questions. Afterwards, contact your union representative immediately. If the supervisor allows your union representative to be present, you should participate in the interview.