

UFCW LOCAL 653 HIGHLIGHTS OF COLLECTIVE BARGAINING AGREEMENT WITH ALMSTED'S & KNOWLAN'S

Effective dates: March 4, 2018 – March 7, 2020



Increased the wages for FULL-TIME and PART-TIME positions

- Top of scale and above scale FT workers will receive: \$0.50 in Year 1, no increase in Year 2
- Top of scale and above scale PT and Group 3 will receive: \$0.25 in Year 1, no increase in Year 2
- All FT and PT workers will continue receiving increases per wage progression (new PT scale on other side)
- All workers will continue to receive at least \$0.20 above federal, state, county, or city minimum wage
- NEW: Modified PT meat cutter trainee - 12 month program, paid \$17.50 during training, and will become FT Classified Assistant upon successful completion

Secured Employer commitment to pay the increased true cost of the health and welfare plan

WEEKLY HEALTH & WELFARE COST

	3/5/2017 - 3/3/2018			3/4/2018 - 3/3/2019			3/4/2019 - 2/29/2020		
Contract Classification	TOTAL Cost	Worker cost	Employer cost	TOTAL Cost	Worker cost	Employer cost	TOTAL Cost	Worker cost	Employer cost
Full Time	\$210.65	\$10.00	\$200.65	\$237.20	\$20.00	\$217.20	\$254.48	\$25.00	\$229.48
Part Time: Modified	\$116.89	\$5.00	\$111.89	\$118.99	\$10.00	\$108.99	\$127.76	\$10.00	\$117.76

WORKER & EMPLOYER HOURLY INCREASE IN COST PER YEAR OF THE CONTRACT

		2018 - YEAR 1		2019 - YEAR 2	
Contract Classification	Avg hrs per wk used for costing	WORKER per Hr Increase	EMPLOYER per Hr Increase	WORKER per Hr Increase	EMPLOYER per Hr Increase
Full Time	40	\$0.25	\$0.41	\$0.13	\$0.31
Part Time: Modified	39	\$0.13	(\$0.07)	\$0.00	\$0.22

Groundbreaking Pension Remedy through Variable Annuity Plan (VAP) and Secured Legacy Pension Plan

	CURRENT	3/4/2018 - 3/3/2019		3/4/2019 - 2/29/2020	
Contract Classification	Legacy Pension	Legacy Pension	VAP	Legacy Pension	VAP
FT	\$129.40	\$133.02	TBD*	\$136.74	TBD*
PT	\$42.20	\$43.38	TBD*	\$44.59	TBD*

TBD* = Employer committed to additional VAP contribution to be determined by Union and Management Board of Trustees

Improved treatment in the workplace and worker protections

- NEW – In case of suspension or termination, the Employer must notify Union
- NEW – Respect and dignity in the workplace
- NEW – Bereavement leave for domestic partners
- NEW – Victim, Witness, and Domestic Abuse leave
- NEW – Student seniority
- NEW – Automation language to secure training, transfer, or severance pay in case of technological changes
- IMPROVED – non-discrimination in the workplace

**Remember: Your Union contract guarantees minimums for wages and benefits.
Management can always choose to give anyone more.**

**If you have questions, please contact your Union representative:
Knowlan's – Doug Rigert (612) 889-9121 or dougr@ufcw653.org
Almsted's – Scott Larson (612) 961-6305 or scottl@ufcw653.org**

NEW PT SCALE FOR UFCW LOCAL 653 MEMBERS AT ALMSTED'S & KNOWLAN'S

<u>Carryout Wage</u>			<u>Carryout Youth Wage</u>		
	Effective (per hour) 3/4/2018	Effective (per hour) 3/3/2019		Effective (per hour) 3/4/2018	Effective (per hour) 3/3/2019
0 - 500 hours	\$9.75	\$10.00	0 - 500 hours	\$8.00	\$8.25
501 - 1000 hours	\$9.85	\$10.10	501 - 1000 hours	\$8.25	\$8.50
over 1001 hours	\$9.95	\$10.20	over 1001 hours	\$8.50	\$8.75

<u>Group 3 Part-Time</u>			<u>Group 3 Youth Wage</u>		
	Effective (per hour) 3/4/2018	Effective (per hour) 3/3/2019		Effective (per hour) 3/4/2018	Effective (per hour) 3/3/2019
0-780 hours	\$10.00	\$10.25	0 - 500 hours	\$8.50	\$8.75
781-1560 hours	\$10.25	\$10.50	501 - 1000 hours	\$8.75	\$9.00
1561-3120 hours	\$10.50	\$10.75	over 1001 hours	\$9.00	\$9.25
3121-4680 hours	\$11.00	\$11.00			
4681 - 6240 hours	\$12.00	\$12.00			
6241 - 7800 hours	\$12.25	\$12.50			

Part-Time Food Handlers, Delicatessen, Pharmacy Employees (Modified, Regular)

	Effective (per hour) 3/4/2018	Effective (per hour) 3/3/2019
0 - 1040 hours	\$10.00	\$10.00
1041 - 1560 hours	\$10.25	\$10.25
1561 - 2600 hours	\$10.75	\$10.75
2601 - 3640 hours	\$11.50	\$11.50
3641 - 4660 hours	\$12.25	\$12.25
4661 - 5760 hours	\$12.75	\$12.75
5761 - 6760 hours	\$13.25	\$13.25
6761 - 7760 hours	\$14.25	\$14.25
Over 7761 hours	\$14.50	\$14.75

Provided further that Food Handlers and Pharmacy Employees shall receive not less than twenty cents (\$.20) above federal, state, city or county minimum or youth minimum wage, whichever is higher, during the term of this agreement.

Carryout and Maintenance Part-Time

Provided further that Courtesy employees and Custodial employees shall receive not less than twenty cents (\$.20) above federal, state, city or county minimum or youth minimum wage, whichever is higher, during the term of this agreement.

