

UFCW LOCAL 653 HIGHLIGHTS OF COLLECTIVE BARGAINING AGREEMENT WITH INGEBRETZEN'S

Effective dates: March 4, 2018 – March 6, 2021



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, \$0.50 in Year 2, \$0.50 in Year 3
- Top of scale and above scale PT and Group 3 will receive: \$0.25 in Year 1, \$0.25 in Year 2, \$0.25 in Year 3
- 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			3/1/2020 - 3/6/2021		
Contract Classification	TOTAL Cost	Worker cost	Employer cost	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	\$273.26	\$30.00	\$243.26
Part Time: Modified	\$116.89	\$5.00	\$111.89	\$118.99	\$5.00	\$113.99	\$127.76	\$10.00	\$117.76	\$137.32	\$15.00	\$122.32

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

		2018 - YEAR 1		2019 - YEAR 2		2020 - YEAR 3	
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	WORKER per Hr Increase	EMPLOYER per Hr Increase
Full Time	40	\$0.25	\$0.41	\$0.13	\$0.31	\$0.13	\$0.34
Part Time: Modified	39	\$0.00	\$0.05	\$0.13	\$0.10	\$0.13	\$0.12

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		3/1/2020 - 3/6/2021	
Contract Classification	Legacy Pension	Legacy Pension	VAP	Legacy Pension	VAP	Legacy Pension	VAP
FT	\$129.40	\$133.02	TBD*	\$136.74	TBD*	\$140.57	TBD*
PT	\$42.20	\$43.38	TBD*	\$44.59	TBD*	\$45.84	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, Scott Larson at (612) 961-6305 or scottl@ufcw653.org.

NEW PT SCALE FOR UFCW LOCAL 653 MEMBERS AT INGEBRETZEN'S

Carryout Wage				Carryout Youth Wage			
	Effective (per hour) <u>3/4/2018</u>	Effective (per hour) <u>3/3/2019</u>	Effective (per hour) <u>3/1/2020</u>		Effective (per hour) <u>3/4/2018</u>	Effective (per hour) <u>3/3/2019</u>	Effective (per hour) <u>3/1/2020</u>
0 - 500 hours	\$9.75	\$10.00	\$10.00	0 - 500 hours	\$8.00	\$8.25	\$8.50
501 - 1000 hours	\$9.85	\$10.10	\$10.10	501 - 1000 hours	\$8.25	\$8.50	\$8.75
over 1001 hours	\$9.95	\$10.20	\$10.35	over 1001 hours	\$8.50	\$8.75	\$9.00
Group 3 Part-Time				Group 3 Youth Wage			
	Effective (per hour) <u>3/4/2018</u>	Effective (per hour) <u>3/3/2019</u>	Effective (per hour) <u>3/1/2020</u>		Effective (per hour) <u>3/4/2018</u>	Effective (per hour) <u>3/3/2019</u>	Effective (per hour) <u>3/1/2020</u>
0-780 hours	\$10.00	\$10.25	\$10.25	0 - 500 hours	\$8.50	\$8.75	\$9.00
781-1560 hours	\$10.25	\$10.50	\$10.50	501 - 1000 hours	\$8.75	\$9.00	\$9.25
1561-3120 hours	\$10.50	\$10.75	\$10.75	over 1001 hours	\$9.00	\$9.25	\$9.50
3121-4680 hours	\$11.00	\$11.00	\$11.00				
4681 - 6240 hours	\$12.00	\$12.00	\$12.00				
6241 - 7800 hours	\$12.25	\$12.50	\$13.00				
Part-Time Food Handlers, Delicatessen, Pharmacy Employees (Modified, Regular)							
	Effective (per hour) <u>3/4/2018</u>	Effective (per hour) <u>3/3/2019</u>	Effective (per hour) <u>3/1/2020</u>				
0 - 1040 hours	\$10.00	\$10.00	\$10.00				
1041 - 1560 hours	\$10.25	\$10.25	\$10.25				
1561 - 2600 hours	\$10.75	\$10.75	\$10.75				
2601 - 3640 hours	\$11.50	\$11.50	\$11.50				
3641 - 4660 hours	\$12.25	\$12.25	\$12.25				
4661 - 5760 hours	\$12.75	\$12.75	\$12.75				
5761 - 6760 hours	\$13.25	\$13.25	\$13.25				
6761 - 7760 hours	\$14.25	\$14.25	\$14.45				
Over 7761 hours	\$14.50	\$14.75	\$15.00				
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.							

