

## HIGHLIGHTS OF COLLECTIVE BARGAINING AGREEMENT BETWEEN UFCW LOCAL 663 & KOWALSKI'S MARKETS

We negotiated a contract with Kowalski's Markets that increases wages, provides health and welfare benefits to more employees, secures retirement, and improves other benefits and working conditions. The contract term is from March 8, 2021 to March 4, 2023.

### GUARANTEED WAGE INCREASES

- ❖ **Department head** wages increased from \$1 to \$2 above the top full-time rate
- ❖ **Full-time employees** at top or above scale to receive \$0.50 in Year 1 and \$0.60 in Year 2 of contract
- ❖ **Part-time employees** above scale to receive \$0.40 each year of the contract

**MORE EMPLOYEES WILL HAVE ACCESS TO HEALTH & WELFARE BENEFITS AND THERE IS NO INCREASE TO FULL-TIME OR PART-TIME CONTRIBUTIONS** for the term of the contract. The employer will provide Ancillary benefits to all currently non-benefitted employees (i.e. Group 3 PT and Courtesy/Maintenance).

	Employer cost	Employee cost	Total cost of benefit
Full-time	\$248.26	\$25.00	\$273.26
Part-time: Modified	\$127.32	\$10.00	\$137.32
Ancillary	\$6.74	\$1.00	\$7.74

Ancillary benefits for employees will be effective May 1, 2021, with a 90-day open enrollment period. Employees need to opt in for the Ancillary benefit. New hires will have an open enrollment period of 90 days from their hire date. There is an annual open enrollment period from Jan 1-Feb 28.

Ancillary benefits include:

- doctor on demand (telehealth)
- dental care
- vision care
- life insurance
- accidental death and dismemberment benefit
- employee assistance program – TEAM

### RETIREMENT SECURITY CONTINUED THROUGH EMPLOYER CONTRIBUTIONS TO 401(K)

The employer will continue to make hourly contributions for hours worked for all eligible full-time and part-time employees.

Hired before 3/6/16		Hired after 3/6/16	
Full-time	\$3.235	Full-time	\$1.85
Modified part-time	\$1.35	Modified part-time	\$1.35

### OTHER IMPROVED BENEFITS

- When a part-time employee is put on a full-time waiver the rate of pay will be increased from \$15.98 to \$21.00 per hour for the waiver period
- Courtesy, Custodial and Group 3 part-time employees upon completion of their anniversary year who have worked less than 1,040 hours during the previous 12-month period (anniversary year) shall be entitled to a pro-rated vacation.

If you have any questions, please contact your Union Representative  
Doug Rigert at 612-889-9121 or [DougR@UFCW663.org](mailto:DougR@UFCW663.org).

- Safety/security meetings will be held at the stores 4 times a year and lead by store leadership and with a cross sector of employees from departments within the store. Meeting dates and meeting outcomes will be shared with the Union upon request. A Union representative can attend the meetings if they choose to.

### **NEW PART TIME, GROUP 3 AND CARRYOUT & MAINTENANCE WAGE SCALE**

	Years	Effective 3/8/2021	Effective 3/6/2022
Step 1	0-1 yr	\$11.25	\$11.25
Step 2	1 yr	\$11.50	\$11.50
Step 3	1.5 yr	\$11.75	\$11.75
Step 4	2 yr	\$12.00	\$12.00
Step 5	2.5 yr	\$12.25	\$12.25
Step 6	3 yr	\$12.75	\$12.75
Step 7	3.5 yr	\$13.25	\$13.25
Step 8	4 yr	\$14.25	\$14.25
Step 9	4.5 yr	\$14.50	\$14.50
Step 10	5 yr	\$15.15	\$15.15
Step 11	5.5 yr	\$15.55	\$15.55
Step 12	6 yr	\$15.95	\$15.95
Step 13	6.5 yr	\$16.35	\$16.35
Step 14	7 yr	\$16.75	\$16.75

Employees who are above scale will receive the following:

3/8/2021          \$0.40  
3/6/2022          \$0.40

Examples of how employees place into and progress on this wage scale if the contract is ratified:

- Employee 1 (under scale): Seniority date 10/12/2020, currently earns \$10.25 – goes to \$11.25 on 3/8/2021, \$11.50 in 6 months, \$11.75 in another 6 months
- Employee 2 (at new starting wage): Seniority date 8/4/2019, currently earns \$11.25 – goes to \$11.50 on 3/8/2021, \$11.75 in 6 months, \$12.00 in another 6 months
- Employee 3 (in progression): Seniority date 2/20/2018, currently earns \$14.75 – goes to \$15.15 on 8/20/2021, \$15.55 on 2/20/2022
- Employee 4 (above scale): Seniority date 11/10/2008, currently earns \$18.75 – goes to \$19.15 on 3/8/2021, \$19.55 on 3/6/2022