

UFCW LOCAL 663 HIGHLIGHTS OF COLLECTIVE BARGAINING AGREEMENT WITH MOUND JUBILEE FOODS



We negotiated a contract with Mound Jubilee that increases wages, provides health and welfare benefits to more members, secures retirement, and improves other benefits and working conditions. The contract term is from March 7, 2021 to March 4, 2023.

GUARANTEED WAGE INCREASES

- ❖ **Full-time employees** above scale to receive \$0.75 in Year 1 and \$0.60 in Year 2 of contract
- ❖ **Part-time employees** (Reg, Modified, Group 3, and Courtesy/Carryout) above new scale to receive \$0.40 each year of the contract
- ❖ When a part-time employee is put on a full-time waiver, the rate of pay will be increased from \$15.98 to \$17.83 per hour for the waiver period

HAZARD PAY IS A BONUS FOR ALL MEMBERS

Bonus to be paid May 15; employee has to be employed on day of ratification, and on day bonuses are issued. Language not in contract.

- (a) Full-time: \$500
- (b) Part-time Modified: \$250
- (c) Group 3: \$175
- (d) Courtesy: \$100

MORE MEMBERS 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 members (i.e. Regular PT, Group 2, Group 3, Courtesy). Maintain current true cost for all eligible FT and PT positions.

Weekly Contribution	Employer cost	Employee cost	Total cost of benefit
Full-time	\$243.26	\$30.00	\$273.26
Part-time: Modified	\$122.32	\$15.00	\$137.32
Ancillary	\$6.74	\$1.00	\$7.74

Ancillary benefits for all current non-benefitted union members (Regular PT, Group 2, Group 3, Courtesy) will be effective January 1, 2022. Members need to opt in for the Ancillary benefit. All 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 VAP. The employer will continue to make hourly contributions for hours worked for all eligible full-time and part-time employees.

- Members will receive an increase in the crediting rate in the second year of the contract.

Weekly Contribution Rates	Current	Effective January 1, 2021	Effective January 1, 2022
Full-time:	\$31.59	\$31.59	\$38.58
Part time (Group 2 and Modified):	\$12.66	\$12.66	\$14.94
<i>Accrual rate</i>	<i>\$20.00</i>	<i>\$20.00</i>	<i>\$25.00</i>

ADDITIONAL IMPROVED BENEFITS AND JOB SECURITY

- All part-time employees (including Group 3 and courtesy and custodial) will be eligible for holiday pay after completing 1 year of service.
- Safety/security meetings will be held consistent with the Employer's health and safety practices. Meeting dates and meeting outcomes will be shared with the Union upon request. A Union representative can attend the meetings if they choose to.
- If the Employer offers customers direct online ordering, the shopping will be performed by bargaining unit employees.

PT WAGE SCALES

MODIFIED, GROUP 2, GROUP 3, GROUP 3 YOUTH

	Years	Effective 03/07/2021	Effective 03/06/2022
step 1	0-0.5	\$11.00	\$11.00
step 2	0.5-1	\$11.25	\$11.25
step 3	1-1.5	\$11.50	\$11.50
step 4	1.5-2	\$11.75	\$11.75
step 5	2-2.5	\$12.00	\$12.00
step 6	2.5-3	\$12.25	\$12.25
step 7	3-3.5	\$12.50	\$12.50
step 8	3.5-4	\$12.75	\$12.75
step 9	4-4.5	\$13.15	\$13.15
step 10	4.5-5	\$13.55	\$13.55
step 11	5-5.5	\$13.95	\$13.95
step 12	5.5-6	\$14.35	\$14.35
step 13	6-6.5	\$14.75	\$14.75
step 14	6.5-7	\$15.15	\$15.15
step 15	7-7.5	\$15.50	\$15.50
step 16	7.5+	\$15.90	\$15.90

Effective March 7, 2021, Employees will retain their current wage rate and be placed into the step that corresponds with their current wage rate, not years of service. If between steps, Employee remains between steps. On June 6, 2021, Employees move to the next step in the progression. On September 5, 2021, Employees move to the next step in the progression, followed by moves every 6 months thereafter.

Example: Employee is currently making \$14.45

- 3/7/2021: \$14.45
- 6/6/2021: \$14.75
- 9/5/2021: \$15.15
- 3/6/2022: \$15.50
- 9/4/2022: \$15.90

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@ufcw663.org