

HIGHLIGHTS OF COLLECTIVE BARGAINING AGREEMENT BETWEEN UFCW LOCAL 663 & JERRY'S CUB FOODS/JERRY'S FOODS

We negotiated a contract with Jerry's Foods 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 7, 2021 to March 4, 2023.

GUARANTEED WAGE INCREASES

- ❖ **BONUS for all employees:** one-time employee appreciation bonus of \$500 for full-time and \$250 for part-time. Payment will be made on first payroll period following CBA effective date. Must be employed by 3/7/2021.
- ❖ **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 new 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. Courtesy/Maintenance).

| | Employer cost | Employee cost | Total cost of benefit |
|---------------------|---------------|---------------|-----------------------|
| Full-time | \$253.26 | \$20.00 | \$273.26 |
| Part-time: Modified | \$127.32 | \$10.00 | \$137.32 |
| Ancillary | \$6.74 | \$1.00 | \$7.74 |

Ancillary benefits for Courtesy/Maintenance employees will be effective January 1, 2022. Employees 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 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 | \$2.00 |
| 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 former Group 3 part-time employees with more than 1 year of service 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:

Amber Allen at 612-865-6755 or ambera@ufcw663.org

Jim Schommer at 612-965-4308 or jims@ufcw663.org

- Safety/security meetings will be held bi-monthly 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.

NEW PART TIME AND CARRYOUT & MAINTENANCE WAGE SCALE

| Step | Years | Effective 3/1/2020 | Effective 3/7/2021 | Effective 3/6/2022 |
|---------|----------|-----------------------|-----------------------|-----------------------|
| Step 1 | 0-1 yr | \$10.00 | \$11.25 | \$11.25 |
| Step 2 | 1 yr | \$10.25 | \$11.50 | \$11.50 |
| Step 3 | 6 months | \$10.50 | \$11.75 | \$11.75 |
| Step 4 | 6 months | \$10.75 | \$12.00 | \$12.00 |
| Step 5 | 6 months | \$11.00 | \$12.25 | \$12.25 |
| Step 6 | 6 months | \$11.25 | \$12.75 | \$12.75 |
| Step 7 | 6 months | \$11.50 | \$13.25 | \$13.25 |
| Step 8 | 6 months | \$11.75 | \$14.25 | \$14.25 |
| Step 9 | 6 months | \$12.00 | \$14.50 | \$14.50 |
| Step 10 | 6 months | \$12.25 | \$15.15 | \$15.15 |
| Step 11 | 6 months | \$12.75 | \$15.55 | \$15.55 |
| Step 12 | 6 months | \$13.25 | \$15.95 | \$15.95 |
| Step 13 | 6 months | \$14.25 | \$16.35 | \$16.35 |
| Step 14 | 6 months | \$14.50 | \$16.75 | \$16.75 |
| Step 15 | 6 months | \$14.75 | | |
| Step 16 | 6 months | \$15.00 | | |
| Step 17 | 6 months | \$15.25 | | |

Examples of how employees place into and progress on this PT 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 3/7/2021, \$11.50 in 6 months, \$11.75 in another 6 months, and progress through scale
- Employee 2 (at new starting wage): Seniority date 8/4/2019, currently earns \$11.25 – goes to \$11.50 on 3/7/2021, \$11.75 in 6 months, \$12.00 in another 6 months, and progress through scale
- 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, and progress through scale
- Employee 4 (at current CBA top): Seniority date 4/10/2010, currently earns \$15.25 – goes to \$15.55 on 3/7/2021, \$15.95 in 6 months, and progress through scale
- Employee 5 (above scale): Seniority date 11/10/2008, currently earns \$18.75 – goes to \$19.15 on 3/7/2021, \$19.55 on 3/6/2022

Employees who are above scale will receive the following:

| | |
|----------|--------|
| 3/7/2021 | \$0.40 |
| 3/6/2022 | \$0.40 |

Remember: we negotiated a contract that guarantees your minimum wages and benefits at Jerry's. Management can always choose to give anyone more.

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