

## HIGHLIGHTS OF COLLECTIVE BARGAINING AGREEMENT WITH UFCW LOCAL 663 AND KNOWLAN'S FESTIVAL FOODS

We negotiated a contract with Knowlan's Festival 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 the week of March 8, 2021.
- ❖ **Full-time employees** above scale to receive \$0.75 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 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 3, Carryout & Maintenance).

	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 3, Carryout & Maintenance) 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 LEGACY PLAN

**& 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:	\$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

- 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.
- All part-time employees (including Group 3, courtesy and custodial) will be eligible for holiday pay after completing 1 year of service.

If you have any questions, please contact your Union Representative:  
Doug Rigert at 612-889-9121 or [dougr@ufcw663.org](mailto:dougr@ufcw663.org)

- Overnight \$2.00 per hour shift differential for all employees who work before 5:00 a.m. and after midnight (Full-time meat continues to receive One and one-half time).
- Employees may donate vacation pay in one week increments to a co-worker in need. Donation for dollars only, and the employee receiving vacation dollars must be currently off work.
- Group 3 position work week will be considered Sunday through Saturday.
- E-Commerce employees shall be bargaining unit members and classified as full-time or part-time food handlers.
- Safety/security meetings will be held 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.

**PART TIME WAGE SCALE, Regular PT, Modified and Group 3**

Step	Years (new progression)	Hrs (previous progression)	Effective 3/1/2020	Effective 3/7/2021	Effective 3/6/2022
Step 1	0-1 yr	0-520	\$10.25	\$10.25	\$10.25
Step 2	1 yr	521-1040	\$10.50	\$10.50	\$10.50
Step 3	6 months	1041-1560	\$10.75	\$10.75	\$10.75
Step 4	6 months	1561-2080	\$11.00	\$11.00	\$11.00
Step 5	6 months	2081-2600	\$11.25	\$11.25	\$11.25
Step 6	6 months	2601-3120	\$11.50	\$11.50	\$11.50
Step 7	6 months	3121-3640	\$11.75	\$11.75	\$11.75
Step 8	6 months	3641-4160	\$12.00	\$12.00	\$12.00
Step 9	6 months	4161-4640	\$12.25	\$12.25	\$12.25
Step 10	6 months	4641-5200	\$12.50	\$12.75	\$12.75
Step 11	6 months	5201-5760	\$12.75	\$13.25	\$13.25
Step 12	6 months	5761-6320	\$13.25	\$14.25	\$14.25
Step 13	6 months	6321-7320	\$13.75	\$14.50	\$14.50
Step 14	6 months	7321-8320	\$14.65	\$14.75	\$14.75
Step 15	6 months	8321-9320		\$15.00	\$15.00
Step 16	6 months	9321+		\$15.50	\$15.90

Employees above scale will receive the following increases:

3/7/2021      \$0.40

3/6/2022      \$0.40

Current 14.65 will map to 15.00 on 3/7/21.

Current 14.90 will map to 15.50 on 3/7/21.

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