

## HIGHLIGHTS OF COLLECTIVE BARGAINING AGREEMENT BETWEEN UFCW LOCAL 663 AND LUNDS & BYERLYS

We negotiated a contract with Lunds & Byerlys 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 March 26, 2021.
- ❖ **Full-time employees** at top or above scale to receive \$0.70 each year of the contract.
- ❖ **Part-time employees** at top or above new scale to receive \$0.50 each year of the contract.
- ❖ Department heads to receive a \$3 per hour premium over traditional FT
- ❖ When an employee relieves a department head during a one (1) week period or longer, the employee shall be paid the department head rate of pay.
- ❖ When a part-time employee is put on a full-time waiver, the rate of pay will be increased from \$15.98 to \$21.50 per hour for the waiver period.

### 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. PT 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 include:

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

Ancillary benefits for PT Courtesy/Maintenance employees will be effective May 1, 2021. 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 during the months of January and February.

### 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.

### ADDITIONAL IMPROVED BENEFITS, JOB SECURITY & WORKPLACE SAFETY

- 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.
- Workplace safety protocols around government declared peacetime emergencies.

If you have any questions, please contact your Union Representative:

Scott Larson at 612-961-6305 or [scottl@ufcw663.org](mailto:scottl@ufcw663.org)

Doug Rigert at 612-889-9121 or [dougr@ufcw663.org](mailto:dougr@ufcw663.org)

## NEW PART TIME FOOD HANDLERS & PT PHARMACY WAGE SCALE

	Effective 3/1/2020	Effective 3/8/2021	Effective 3/7/2022
Grade 1	\$11.00	\$11.50	\$11.50
Grade 2	\$11.25	\$11.75	\$11.75
Grade 3	\$11.50	\$12.00	\$12.00
Grade 4	\$11.75	\$12.25	\$12.25
Grade 5	\$12.00	\$12.50	\$12.50
Grade 6	\$12.25	\$12.75	\$12.75
Grade 7	\$12.50	\$13.00	\$13.00
Grade 8	\$12.75	\$13.25	\$13.25
Grade 9	\$13.00	\$13.50	\$13.50
Grade 10	\$13.25	\$13.75	\$13.75
Grade 11	\$13.50	\$14.00	\$14.00
Grade 12	\$13.75	\$14.25	\$14.25
Grade 13	\$14.00	\$14.50	\$14.50
Grade 14	\$14.25	\$14.75	\$14.75
Grade 15	\$14.50	\$15.00	\$15.00
Grade 16	\$14.75	\$15.25	\$15.25
Grade 17	\$15.00	\$15.50	\$15.50
Grade 18	\$15.25	\$15.75	\$15.75
Grade 19	\$15.50	\$16.00	\$16.00
Grade 20	\$15.75	\$16.25	\$16.25
Grade 21	\$17.00	\$17.50	\$18.00

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

Example: Currently Grade 9, wage rate is \$13.00

- 3/8/2021 Member remains at Grade 9 with wage rate increased to \$13.50
- 9/6/2021 Member progresses to Grade 10 and wage rate is \$13.75
- 3/7/2022 Member progresses to Grade 11 and wage rate is \$14.00
- 9/5/2022 Member progresses to Grade 12 and wage rate is \$14.25

Employees who are top or above scale will receive the following increases:

3/8/2021 \$0.50

3/7/2022 \$0.50

### Carryout and Maintenance Part-Time

Courtesy employees and Custodial employees shall receive not less than twenty cents (\$.20) above federal or state minimum wage, whichever is higher, during this term of this agreement.

Carryout and Maintenance employees will receive the following increases

3/8/2021 \$0.50

3/7/2022 \$0.50

Remember: we negotiated a contract that guarantees your minimum wages and benefits at Lunds & Byerlys. Management can always choose to give anyone more.

If you have any questions, please contact your Union Representative:

Scott Larson at 612-961-6305 or [scottl@ufcw663.org](mailto:scottl@ufcw663.org)

Doug Rigert at 612-889-9121 or [dougr@ufcw663.org](mailto:dougr@ufcw663.org)