



Highlights of Tentative Agreement for 2 year contract with Jerry's, retroactive to March 5, 2023

Union Bargaining Committee

Rena Wong, President
Courtney Huber, Lake St
Angie Packard, Brookdale
Melanie Milner, Brookdale

Scott Larson, Metro Director
Shane Freeman, Lake St
Terri Herrera, Southdale

Paul Swanson, Union Representative
Dale Spielman, Bloomington
Mike Hartfield, Southdale

The goals for the Union bargaining committee were based on members' contract surveys, zoom proposal meetings and member meetings from June - Dec 2022. Top member priorities for negotiations included:

- Improve wages and conditions for all full-time and part-time classifications
- Maintain affordable health & welfare benefits
- Add worker protections for safety and well-being

Increase Wages for All Classifications

Wage increases for all FT and PT employees with improved wage scales for all classifications

- FT in progression will receive at least \$1.00 on 3/5/2023, then progress on the scale
- FT at top or above scales will receive \$2.50 over 2 years
- All PT will receive a raise, with an average wage increase of \$2.50 over 2 years
- 10% increase to overall wages over a 2 year contract

Maintain Affordable Health & Welfare Benefits

Jerry's agreed to the increased costs of Health & Welfare for both years of the contract and employees will not need to pay their contribution for the first year of the contract.

- For example, full-time members will save \$20 per week (\$1,040 for the year) and part-time members will save \$10 per week (\$520 for the year) for Year 1 of the contract
- Employees will resume paying the employee contributions in Year 2 of the contract

WEEKLY HEALTH & WELFARE CONTRIBUTION COSTS									
	Current 2022 TOTAL	Employer contribution	Employee contribution	March 2023 TO TAL	Employer contribution*	Employee contribution*	March 2024 TO TAL	Employer contribution*	Employee contribution
FT	\$273.26	\$253.26	\$20.00	\$269.83	\$269.83	\$0.00	\$287.82	\$267.82	\$20.00
MOD PT	\$137.32	\$127.32	\$10.00	\$158.32	\$158.32	\$0.00	\$168.84	\$158.84	\$10.00
ANCILLARY	\$7.74	\$6.74	\$1.00	\$6.58	\$6.58	\$0.00	\$6.76	\$5.76	\$1.00

* Union's proposal to redirect H&W funds were negotiated to cover the increased cost to Employer and Year 1 contributions for employees

Make all Full-time and Part-time Jobs Better

- Courtesy employee classification eliminated and merged into Regular Part-time classification, with the same pay scale and benefits due to Regular Part-time employees.
- Full-time waiver increased from \$21.50 to \$23.00. If an employee exceeds the maximum of 1,200 hours, the employee will become a Classified Assistant.
- Any department head who is demoted or steps down will revert to the classification they held prior to becoming a department head.
- Increased Bereavement leave

Worker Protections for Safety and Well-being

New safety committee and structure includes workers, store leaders and directors, Jerry's corporate leaders and Union representatives to identify, discuss and find solutions to improve the well-being of members and store security.

- For example, members have raised parking lot and lighting issues. This committee could decide to work together to identify hazards store by store, get input from members and security personnel retained by Jerry's, then make a plan to have escorts available, find closer parking for employees, go to city council or other local government to lobby for help, etc.