



## Highlights of Tentative Agreement for 2 Year Contract with Radermacher's Cub, Retroactive to March 5, 2023

### Union Bargaining Committee

Rena Wong, President

Scott Larson, Metro Director

Amber Allen, Union Representative

Mary Radtke, Radermacher's Cub

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 \$2.73 over 2 years
- 11.2% increase to overall wages over a 2 year contract

### Maintain Affordable Health & Welfare Benefits and Legacy Pension Safety

Radermacher's Cub agreed to the increased costs of Health & Welfare for both years of the contract and will cover the increased healthcare costs for employees. Employees will pay the same amount in healthcare for the next two years.

	<b>Current 2022 TOTAL</b>	Employer contribution	Employee contribution	<b>March 2023 TOTAL</b>	Employer contribution	Employee contribution	<b>March 2024 TOTAL</b>	Employer contribution	Employee contribution
FT	<b>\$273.26</b>	\$243.26	\$30.00	<b>\$269.83</b>	\$239.83	\$30.00	<b>\$287.82</b>	\$257.82	\$30.00
Mod PT	<b>\$137.32</b>	\$122.32	\$15.00	<b>\$158.32</b>	\$143.32	\$15.00	<b>\$168.84</b>	\$153.84	\$15.00
Ancillary	<b>\$7.74</b>	\$6.74	\$1.00	<b>\$6.58</b>	\$5.58	\$1.00	<b>\$6.76</b>	\$5.76	\$1.00

Union's proposal to redirect H&W funds was negotiated with Radermacher's Cub to keep the Legacy pension safe.

### Make All Full-time and Part-time Jobs Better

- Full-time waiver increased from \$17.83 to \$19.33. 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, representatives of management 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 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.