

**Section 3.4: Overtime Pay**

C. If non-voluntary overtime exceeds forty hours per week for four consecutive weeks in any area, the employer will hire an additional employee in that area. The separate areas for this provision will be office, warehouse and drivers.

**Section 8.1: Vacation Accrual**

Years of Service	Accrual Rate	Vacation Days/Year
0-2	.0157	4
3-5	.0359	9
6-9	.0570	14
10+	.0789	19

**Section 8.3 - Holidays and Personal Days**

- H. All employees will accrue personal days based on hours worked at a rate of .0334 hours/hour, up to a maximum of 48 hours per calendar year. Employees may carry up to 80 hours in their personal time bank.
- I. The use of personal days will be administered in compliance with the St Paul Sick and Safe Time Ordinance.

**Section 8.4 – Replace existing language**

The maximum number of hours an employee may have in their bank at the end of the fiscal year (June 30<sup>th</sup>) is 160 hours. Any hours in excess of 160 will be forfeited.

Employees will be paid out for all accrued and unused vacation (up to 160 hours) and personal (up to 80 hours) upon termination of employment.

**Article 14 – Health/Dental/Vision**

As soon as administratively possible, but always prior to each plan’s annual open enrollment period, the Employer will provide the Union with any changes to the premiums. (add as second to last sentence in existing paragraph)

## Letter of Agreement

### Regarding Employee Participation and Access to Board Meetings

The Employer agrees to the following:

1. Employee representatives of the bargaining unit members will be allowed to make an annual presentation to the Board and no less than fifteen (15) minutes will be allocated on the agenda for this presentation.
2. To provide for greater transparency, minutes from all Board meetings will be posted and retained in a binder for all employees to access.
3. Employee owners may attend any Board meeting with twenty-four (24) hour notice. Individual owners can present to the Board with such prior notice.

Additional Hourly Premiums

**\$.25** Premium

Backup Inventory Control

**\$2.00** Premium

Bookkeeping Assistant

Office Manager Assistant

Warehouse Shift Lead

Inventory Control/Warehouse

Dairy Buyer

Local Food Buyer/Customer Service

Admin Assistant/Customer Service

Weekend Office Lead

Class C Driver

**\$3.00** Premium

Shipping & Receiving Lead

Bookkeeper

**\$4.00** Premium

Truck Driver – Class B

Shipping & Receiving Supervisor

**\$5.00** Premium

Truck Driver Lead

Marketing/Customer Service

Other:

Did not discuss at bargaining, but have letter of agreement:

#### **6.4 Discounts**

All employees will receive a 20% discount at all TCCP retail locations, subject to the terms of the employer's discount policy. CPW employees will be able to buy from the warehouse at "low price list" prices.

## Wage Scale

Years of Svc	Rate
0	14.38
1	14.88
2	15.38
3	15.88
4	16.38
5	16.88
6	17.38
7	17.88
8	18.38
9	18.88
10	19.38
11	19.88
12	20.38
13	20.88
14	21.38
15+	21.88
Year 2, 16+	22.38
Year 3, 17+	22.88